DOCUMENT RESUME

ED 409 785 HE 030 295

AUTHOR	Brown, Patricia Q.
TITLE	Salaries of Full-Time Instructional Faculty on 9- and 10-Month and 11- and 12-Month Contracts, 1995-96. E.D. Tabs.
INSTITUTION	National Center for Education Statistics (ED), Washington, DC.
REPORT NO	NCES-97-416
PUB DATE	May 97
NOTE	52p.
AVAILABLE FROM	National Data Resource Center; phone: 703-845-3151; fax: 703-820-7465 (free single copies).
PUB TYPE	Numerical/Quantitative Data (110) -- Tests/Questionnaires (160)
EDRS PRICE	MF01/PC03 Plus Postage.
DESCRIPTORS	*Compensation (Remuneration); *Full Time Faculty; Higher Education; Private Colleges; State Colleges; State Universities; Statistical Data; Surveys; Tables (Data); *Teacher Salaries; Trend Analysis; Two Year Colleges; Universities; Women Faculty

ABSTRACT

This report presents salary data for the contract year 1995-96 for full-time instructional faculty on 9- and 10-month and 11- and 12-month contracts at postsecondary institutions in the United States. Analysis of the data shows that: (1) average salaries ranged from $64,540 for full professors to $30,344 for instructors; (2) average salaries of full-time faculty increased by 3.13 percent between 1994 and 1995; (3) full-time faculty on 9- and 10-month contracts were more likely to hold professorial rank than those on 11- and 12-month contracts; (4) average salaries of full-time faculty varied by type of institution, with those in private institutions earning slightly more than those in public institutions; (5) full-time faculty in 4-year institutions earned more than those in 2-year institutions; (6) average salaries of male faculty continued to be higher than those for female faculty; and (7) statewide average salaries varied considerably, from a high in New Jersey to a low in North Dakota. Nineteen tables summarize data by state, by length of contract, by academic rank and sex, and by type of institution. Three appendixes describe the survey and the methodology and include a copy of the survey instrument. (CH)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

4E

ED 409 785

NATIONAL CENTER FOR EDUCATION STATISTICS

E.D. Tabs **May 1997**

Salaries of Full-Time Instructional Faculty on 9- and 10-Month and 11- and 12-Month Contracts 1995–96

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☑ This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

HE030295

U.S. Department of Education
Office of Educational Research and Improvement NCES 97-416

BEST COPY AVAILABLE

NATIONAL CENTER FOR EDUCATION STATISTICS

E.D. Tabs May 1997

Salaries of Full-Time Instructional Faculty on 9- and 10-Month and 11- and 12-Month Contracts 1995–96

Patricia Q. Brown
National Center for Education Statistics

U.S. Department of Education
Office of Educational Research and Improvement NCES 97-416

U.S. Department of Education
Richard W. Riley
Secretary

Office of Educational Research and Improvement
Ramon C. Cortines
Acting Assistant Secretary

National Center for Education Statistics
Pascal D. Forgione, Jr.
Commissioner

The National Center for Education Statistics (NCES) is the primary federal entity for collecting, analyzing, and reporting data related to education in the United States and other nations. It fulfills a congressional mandate to collect, collate, analyze, and report full and complete statistics on the condition of education in the United States; conduct and publish reports and specialized analyses of the meaning and significance of such statistics; assist state and local education agencies in improving their statistical systems; and review and report on education activities in foreign countries.

NCES activities are designed to address high priority education data needs; provide consistent, reliable, complete, and accurate indicators of education status and trends; and report timely, useful, and high quality data to the U.S. Department of Education, the Congress, the states, other education policymakers, practitioners, data users, and the general public.

We strive to make our products available in a variety of formats and in language that is appropriate to a variety of audiences. You, as our customer, are the best judge of our success in communicating information effectively. If you have any comments or suggestions about this or any other NCES product or report, we would like to hear from you. Please direct your comments to:

National Center for Education Statistics
Office of Educational Research and Improvement
U.S. Department of Education
555 New Jersey Avenue NW
Washington, DC 20208–5574

May 1997

The NCES World Wide Web Home Page address is
http://www.ed.gov/NCES/

Suggested Citation
U.S. Department of Education. National Center for Education Statistics. *[E.D. Tabs] Salaries of Full-Time Instructional Faculty on 9- and 10-Month and 11- and 12-Month Contracts 1995–96*, NCES 97-416, by Patricia Q. Brown. Washington, DC: 1997.

Contact:
Patricia Brown
(202) 219–1593

For free single copies of this publication, call the National Data Resource Center at (703) 845–3151 or send a FAX request to (703) 820–7465.

Highlights

The U.S. Department of Education has collected data on full-time instructional faculty since 1968. From 1968 to 1985 these data were collected as part of the Higher Education General Information Surveys (HEGIS); from 1986 to the present they have been collected through the Integrated Postsecondary Education Data System (IPEDS). Although, IPEDS encompasses the entire spectrum of postsecondary education institutions, data on the number, salaries, tenure, and fringe benefits of full-time instructional faculty are collected only from those institutions that are accredited at the college level by an agency recognized by the Secretary of Education, that is, those institutions that originally comprised the HEGIS universe. This report presents results of analyses of data on salaries of full-time instructional faculty on 9- and 10-month and 11- and 12-month contracts.

In the fall of 1995, full-time instructional faculty on 9- and 10-month contracts earned an average salary of $49,309 (table 3). Average salaries ranged from the $64,540 average salary of full professors to about $30,344 for instructors (table 4).

Between 1994 and 1995, the average salary of full-time instructional faculty on 9 and 10 month contracts increased by 3.13 percent. Those with no academic rank received the largest percentage increase (4.3 percent) to reach an average salary of $42,996. Instructors had the smallest percentage increase (2.3 percent). The percentage increase of faculty in all other ranks was below 3 percent. For most faculty average salaries in constant dollars kept pace with inflation, although assistant professors and instructors lost ground to inflation in 1995 (table 1).

The 15 percent of full-time instructional faculty who were on 11- and 12-month contracts earned an average of $57,082 in 1995 (table 12) or 15.8 percent more than instructional faculty on 9- and 10-month contracts due to their longer contract length. However, full-time instructional faculty on 9- and 10-month contracts were more likely to hold professorial rank than those on an 11- and 12-month contracts (78.8 percent compared to 68.5 percent).

The average salary of full-time instructional faculty on 9- and 10-month contracts varied by the type of institution in which they were employed. Overall, those employed in private institutions earned slightly more than those in public institutions. By rank however, this difference was true only for full professors who earned about $4,000 more on average in private than in public institutions and lecturers who earned approximately $2,000 more in private institutions (tables 5 and 6).

Full-time instructional faculty on 9- and 10-month contracts in 4-year institutions made about $8,000 more per year on average than those in 2-year institutions ($51,044 vs $43,009). However, lecturers, instructors and those with no academic rank had higher average salaries in 2-year than in 4-year institutions (tables 7 and 8).

The average salaries of male full-time instructional faculty continued to be approximately $10,000 higher than those of their female counterparts for all ranks combined although the relative difference in male and female average salaries varied among academic ranks. The

largest differential was among full professors with male full professors earning about $7,600 more than female full professors. The smallest differential was among instructors with male instructors making about $1,000 more than female instructors (table 3).

Statewide average salaries for full-time instructional faculty on 9- and 10-month contracts in public institutions varied considerably, ranging from a high in New Jersey of $60,408 to a low of $35,303 in North Dakota for all ranks combined (table 4).

CONTENTS

Highlights iii
Acknowledgments 30

List of tables

Table 1. Average salaries of full-time instructional faculty on 9- and 10-month contracts, by academic year and by academic rank: 50 states and the District of Columbia, 1991-92 through 1995-96 1

Table 2. Average salaries in constant 1995-96 dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1991-92 through 1995-96 2

Table 3. Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1991-92 through 1995-96 3

Table 4. Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96 4

Table 5. Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in public higher education institutions, by academic rank and state: Academic year 1995-96 5

Table 6. Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in private higher education institutions, by academic rank and state: Academic year 1995-96 6

Table 7. Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1995-96 7

Table 7a. Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year public higher education institutions, by academic rank and state: Academic year 1995-96 8

Table 8. Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year higher education institutions, by academic rank and state: Academic year 1995-96 9

Table 8a. Average salaries of full-time instructional faculty, on 9- on 10-month contracts, in 2-year public higher educational institutions, by academic rank and state: Academic year 1995-96 10

Table 9. Average salaries for male full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96 11

Table 10. Average salaries for female full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96 12

Table 11. Number of full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96 13

Table 12. Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96 14

Table 13. Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in public higher education institutions, by academic rank and state: Academic year 1995-96 15

Table 14. Average salaries of full-time instructional faculty on 11- and 12-month contracts, in private higher education institutions, by academic rank and state: Academic year 1995-96 16

Table 15. Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1995-96 17

Table 15a. Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in 4-year public higher education institutions, by academic rank and state: Academic year 1995-96 18

Table 16. Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in 2-year higher education institutions, by academic rank and state: Academic year 1995-96 19

Table 16a. Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in 2-year public higher education institutions, by academic rank and state: Academic year 1995-96 20

Table 17. Average salaries for male full-time instructional faculty, on 11- and 12-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96 21

Table 18. Average salaries for female full-time instructional faculty, on 11- and 12-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96 22

Table 19. Number of full-time instructional faculty, on 11- and 12-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96 23

Appendix A

Salary Survey Description 25

Appendix B

Salary Survey Methodology 27

Survey Instrument 31

Table 1.--Average salaries of full-time instructional faculty on 9- and 10-month contracts, by academic year and by academic rank: 50 states and the District of Columbia, 1991-92 through 1995-96

Academic year	Professor		Associate professor		Assistant professor		Instructor		Lecturer		No Academic rank	
	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change
					Constant 1995-96 dollars							
1991-92	64,203	1/	47,989	1/	39,959	1/	34,560	1/	34,046	1/	42,237	1/
1992-93	63,729	-0.7	47,637	-0.7	39,702	-0.6	30,896	-10.6	33,094	-2.8	40,944	-3.1
1993-94	64,085	0.6	47,842	0.4	39,762	0.2	30,461	-1.4	34,583	4.5	42,883	4.7
1994-95	64,415	0.5	47,984	0.3	39,810	0.1	30,472	0.0	34,101	-1.4	42,349	-1.2
1995-96	64,540	0.2	47,966	0.0	39,696	-0.3	30,344	-0.4	34,136	0.1	42,996	1.5
					Current dollars							
1991-92	57,433	1/	42,929	1/	35,745	1/	30,916	1/	30,456	1/	37,783	1/
1992-93	58,789	2.4	43,945	2.4	36,625	2.5	28,501	-7.8	30,529	0.2	37,771	-0.0
1993-94	60,649	3.2	45,278	3.0	37,630	2.7	28,828	1.1	32,729	7.2	40,584	7.4
1994-95	62,709	3.4	46,713	3.2	38,756	3.0	29,665	2.9	33,198	1.4	41,227	1.6
1995-96	64,540	2.9	47,966	2.7	39,696	2.4	30,344	2.3	34,136	2.8	42,996	4.3

1/Not computed.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1990-91, 1991-92, 1992-93, 1993-94, 1994-95, and 1995-96 surveys.

Table 2.--Average salaries in constant 1995-96 dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1991-92 through 1995-96

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1991-92							
Total	$49,020	$64,203	$47,989	$39,959	$34,580	$34,046	$42,237
Men	52,370	65,389	48,979	41,327	37,291	36,715	44,069
Women	41,959	57,706	45,572	38,078	32,277	31,915	39,821
1992-93							
Total	48,471	63,728	47,637	39,702	30,894	33,109	40,944
Men	51,887	65,011	48,624	41,021	32,069	35,244	42,673
Women	41,610	57,188	45,378	37,976	30,028	31,352	38,799
1993-94							
Total	48,990	64,085	47,843	39,762	30,461	34,583	42,883
Men	52,388	65,361	48,848	40,992	31,504	36,767	44,644
Women	42,327	57,847	45,624	38,218	29,730	32,807	40,654
1994-95							
Total	49,112	64,415	47,984	39,810	30,472	34,101	42,349
Men	52,622	65,789	49,003	41,009	31,359	36,036	44,276
Women	42,495	58,093	45,840	38,368	29,863	32,538	40,027
1995-96							
Total	49,309	64,540	47,966	39,696	30,344	34,136	42,996
Men	52,814	65,949	49,037	40,858	30,940	36,135	44,624
Women	42,871	58,318	45,803	38,345	29,940	32,584	41,085

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1991-92, 1993-94, 1994-95 and 1995-96 surveys.

Table 3.--Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1991-92 through 1995-96

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1991-92							
Total	$43,851	$57,433	$42,929	$35,745	$30,916	$30,456	$37,783
Men	46,848	58,494	43,814	36,969	33,359	32,843	39,422
Women	37,534	51,621	40,766	34,063	28,873	28,550	35,622
1992-93							
Total	44,714	58,789	43,945	36,625	28,501	30,529	37,771
Men	47,866	59,972	44,855	37,842	29,583	32,512	39,365
Women	38,385	52,755	41,861	35,032	27,700	28,922	35,792
1993-94							
Total	46,364	60,649	45,278	37,630	28,828	32,729	40,584
Men	49,579	61,857	46,229	38,794	29,815	34,796	42,251
Women	40,058	54,746	43,178	36,169	28,136	31,048	38,474
1994-95							
Total	47,811	62,709	46,713	38,756	29,665	33,198	41,227
Men	51,228	64,046	47,705	39,923	30,528	35,082	43,103
Women	41,369	56,555	44,626	37,352	29,072	31,677	38,967
1995-96							
Total	49,309	64,540	47,966	39,696	30,344	34,136	42,996
Men	52,814	65,949	49,037	40,858	30,940	36,135	44,624
Women	42,871	58,318	45,803	38,345	29,940	32,584	41,085

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time instructional Faculty" 1991-92, 1992-93, 1993-94, 1994-95, and 1995-96 surveys.

Table 4.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$49,309	$64,540	$47,966	$39,696	$30,344	$34,136	$42,996
Alabama	40,505	54,907	42,931	35,878	27,760	28,520	36,051
Alaska	49,036	61,474	51,682	41,706	34,989	---	37,413
Arizona	50,841	66,591	48,760	41,047	25,999	34,993	47,722
Arkansas	38,782	51,222	41,515	35,537	26,875	16,136	31,375
California	57,756	71,253	52,901	43,903	35,864	42,324	52,436
Colorado	47,874	61,176	46,884	39,577	29,838	29,500	35,733
Connecticut	59,253	75,879	54,444	43,869	36,219	40,851	18,776
Delaware	55,148	76,363	56,231	44,183	33,972	33,704	42,950
District of Columbia	56,994	73,748	51,841	42,113	33,868	31,468	---
Florida	45,677	58,460	44,923	38,901	32,291	31,119	38,698
Georgia	45,188	60,954	46,503	38,028	29,160	31,846	36,727
Hawaii	51,470	64,931	51,531	44,309	36,614	---	---
Idaho	42,271	51,188	42,583	37,563	29,392	---	40,279
Illinois	51,065	68,021	48,915	41,060	28,817	28,441	47,652
Indiana	47,351	63,287	46,848	39,331	27,422	31,578	30,746
Iowa	46,113	61,379	46,277	37,940	29,796	35,934	36,164
Kansas	41,497	55,629	42,013	35,822	30,160	28,701	35,282
Kentucky	41,791	54,324	41,041	34,974	27,950	27,786	28,601
Louisiana	40,689	54,836	42,545	35,354	26,431	26,324	27,358
Maine	43,075	57,090	44,041	35,971	29,034	36,185	33,373
Maryland	50,225	63,626	48,242	40,381	33,086	31,321	47,276
Massachusetts	56,498	69,112	51,413	43,604	32,244	42,345	34,519
Michigan	52,555	64,652	50,258	42,089	33,591	32,739	51,357
Minnesota	46,617	60,181	45,392	37,953	30,368	30,311	41,549
Mississippi	39,565	53,521	43,122	37,751	28,205	24,736	35,833
Missouri	44,993	58,649	45,512	38,051	29,957	27,398	34,183
Montana	38,784	48,371	38,723	34,672	27,986	24,213	32,485
Nebraska	43,443	59,084	45,363	37,144	29,559	25,959	33,506
Nevada	49,235	60,190	51,523	42,388	38,962	33,160	43,839
New Hampshire	48,438	59,457	45,304	37,711	29,161	27,987	24,608
New Jersey	60,408	79,057	58,703	46,024	34,462	38,871	45,940
New Mexico	42,565	56,075	44,405	36,764	29,163	30,932	32,541
New York	55,788	70,828	53,005	42,771	32,380	40,572	36,924
North Carolina	45,065	61,360	45,340	38,327	28,855	31,796	32,499
North Dakota	35,303	46,575	37,323	34,213	29,286	25,440	23,409
Ohio	48,558	63,112	47,474	38,686	30,787	28,022	37,741
Oklahoma	40,798	52,223	42,881	36,131	29,418	21,631	33,553
Oregon	44,272	56,297	43,660	37,293	29,085	31,074	42,187
Pennsylvania	53,987	70,168	52,422	42,529	33,764	31,779	31,204
Rhode Island	52,805	64,009	48,473	41,329	30,442	38,444	---
South Carolina	40,820	56,396	43,177	35,981	28,592	33,010	30,865
South Dakota	35,982	46,324	37,313	33,202	26,195	*	25,371
Tennessee	44,431	58,923	43,056	36,230	27,069	28,308	28,952
Texas	45,164	60,947	45,030	38,255	29,837	30,297	39,457
Utah	45,437	59,278	44,298	37,812	31,452	28,355	35,537
Vermont	43,171	56,399	42,610	35,191	26,918	34,418	31,796
Virginia	47,365	60,971	46,192	38,080	29,747	34,173	21,987
Washington	45,703	61,532	45,978	40,047	30,762	35,140	38,730
West Virginia	39,793	48,946	39,754	33,584	26,980	26,124	32,604
Wisconsin	48,332	59,839	45,878	38,700	30,665	32,990	47,705
Wyoming	39,998	55,400	42,980	38,379	25,820	28,148	33,693

---Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

14

Table 5.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in public higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$48,837	$63,189	$48,122	$40,092	$30,581	$33,634	$43,590
Alabama	41,450	57,455	44,169	37,293	28,511	29,126	36,364
Alaska	49,646	62,396	52,064	42,186	35,146	---	37,413
Arizona	51,255	67,459	48,997	41,666	27,477	34,993	47,722
Arkansas	39,378	53,765	42,663	36,551	27,584	15,153	31,601
California	57,375	69,623	52,470	44,079	35,682	43,538	52,790
Colorado	47,745	61,044	46,783	39,671	30,586	26,843	35,733
Connecticut	59,018	72,573	56,958	44,210	36,664	48,241	---
Delaware	55,378	77,592	55,945	44,515	33,412	36,427	42,950
District of Columbia	51,610	60,588	48,285	39,443	36,695	---	---
Florida	45,609	57,538	45,153	39,835	32,889	36,586	38,680
Georgia	45,297	60,943	47,046	38,560	29,739	36,572	37,731
Hawaii	51,937	65,921	52,090	44,716	36,563	---	---
Idaho	42,604	51,488	42,875	37,800	29,652	---	36,539
Illinois	49,527	63,918	48,086	40,581	25,147	27,789	48,481
Indiana	47,006	64,167	47,077	40,048	26,539	31,905	30,775
Iowa	49,686	68,051	50,692	42,129	32,177	---	36,093
Kansas	43,372	58,532	44,223	38,046	31,374	28,654	35,860
Kentucky	43,418	56,815	42,260	35,956	28,700	27,825	*
Louisiana	39,037	52,472	40,431	34,720	26,274	18,178	30,237
Maine	41,823	53,930	43,091	35,456	27,946	36,393	33,378
Maryland	49,532	62,001	48,626	40,677	32,175	31,202	*
Massachusetts	48,720	54,145	47,211	39,003	31,158	38,713	34,511
Michigan	54,677	67,372	52,159	43,975	35,549	32,344	52,597
Minnesota	47,873	62,082	47,050	39,872	29,141	---	41,703
Mississippi	40,004	55,479	44,907	38,853	29,116	24,493	35,808
Missouri	45,438	58,075	47,035	39,012	30,600	23,894	34,923
Montana	39,737	49,593	40,357	35,103	28,109	24,213	32,675
Nebraska	44,599	61,190	46,773	39,407	29,477	25,959	33,506
Nevada	49,338	60,231	51,803	42,505	39,053	33,160	43,839
New Hampshire	46,856	53,694	45,372	37,757	28,587	29,902	*
New Jersey	60,796	78,808	60,647	47,395	34,655	39,158	49,557
New Mexico	42,715	56,417	44,642	36,992	29,163	30,932	28,499
New York	55,640	68,673	53,238	43,171	33,372	42,040	---
North Carolina	46,299	64,014	47,526	40,892	35,075	31,041	32,626
North Dakota	36,104	47,049	37,740	34,577	29,551	25,440	25,847
Ohio	50,125	65,315	49,093	39,932	31,332	28,051	39,000
Oklahoma	41,046	52,111	42,981	37,166	30,582	20,395	34,249
Oregon	44,002	56,207	43,797	38,111	29,083	28,240	42,220
Pennsylvania	55,481	70,894	54,893	44,267	34,345	30,625	40,734
Rhode Island	50,493	58,446	45,965	38,190	27,983	---	---
South Carolina	41,813	59,050	45,224	37,932	29,058	33,371	31,010
South Dakota	37,139	47,618	38,752	34,107	26,584	---	25,526
Tennessee	44,940	58,173	43,851	37,121	27,550	37,307	*
Texas	44,294	59,819	44,519	38,268	30,518	29,906	39,522
Utah	43,796	57,679	42,783	36,953	30,915	28,833	35,934
Vermont	45,068	57,446	43,674	35,262	28,998	32,320	37,124
Virginia	48,405	62,514	46,842	38,988	30,275	35,894	21,923
Washington	45,774	62,716	46,515	41,187	29,600	35,677	38,985
West Virginia	40,667	49,811	40,377	34,218	26,752	26,124	---
Wisconsin	49,578	60,997	46,551	40,384	35,178	32,900	47,776
Wyoming	39,998	55,400	42,980	38,379	25,820	28,148	33,693

---Data not applicable.

*Number of faculty reported in this category were too small to yield results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

BEST COPY AVAILABLE

Table 6.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in private higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$50,466	$67,457	$47,654	$38,964	$29,701	$35,792	$34,599
Alabama	35,431	45,566	37,175	31,028	24,680	23,430	19,683
Alaska	37,489	41,498	41,676	34,410	33,549	—	—
Arizona	39,682	47,956	44,806	31,343	18,607	—	—
Arkansas	36,037	43,878	37,204	31,116	22,131	19,905	18,960
California	59,328	76,819	53,703	43,599	36,016	37,654	37,303
Colorado	48,763	62,058	47,475	39,037	24,452	33,321	—
Connecticut	59,524	79,708	51,316	43,511	34,717	36,886	18,776
Delaware	53,092	63,372	57,739	40,078	36,932	29,167	—
District of Columbia	57,758	76,023	52,289	42,479	33,730	31,468	—
Florida	45,944	62,089	44,240	36,437	28,980	28,848	39,209
Georgia	44,883	60,980	44,948	36,315	27,186	29,581	35,517
Hawaii	46,540	54,152	46,456	41,138	38,086	—	—
Idaho	41,196	45,725	37,299	33,190	19,417	—	41,696
Illinois	53,818	72,937	49,869	41,553	32,947	31,808	37,491
Indiana	48,101	61,665	46,406	38,002	29,839	28,318	28,151
Iowa	40,149	50,721	40,110	33,580	26,889	35,934	37,599
Kansas	30,603	36,583	32,111	28,159	24,977	*	24,854
Kentucky	35,949	44,884	36,136	31,598	25,893	*	28,051
Louisiana	48,104	64,545	49,458	38,546	28,434	32,278	21,451
Maine	46,393	65,027	47,161	36,588	33,204	*	33,333
Maryland	52,861	69,207	46,447	39,115	37,896	31,989	47,610
Massachusetts	60,944	80,887	53,387	45,310	33,258	43,454	34,521
Michigan	41,843	50,521	41,804	36,231	28,917	42,536	32,066
Minnesota	43,613	55,784	43,263	36,104	31,038	30,311	28,585
Mississippi	36,152	44,950	36,655	32,662	23,649	27,089	*
Missouri	44,113	59,770	42,572	36,523	28,163	30,063	30,468
Montana	32,029	35,697	31,047	31,518	26,147	—	31,353
Nebraska	39,726	51,898	41,514	33,249	29,734	—	—
Nevada	29,688	*	29,914	*	*	—	—
New Hampshire	50,547	68,636	45,198	37,673	30,176	*	23,476
New Jersey	59,408	79,580	52,553	42,268	33,688	38,494	39,984
New Mexico	39,443	43,296	36,506	30,930	—	—	43,221
New York	55,938	73,238	52,778	42,388	31,061	37,426	36,924
North Carolina	42,206	56,071	40,889	34,130	26,588	38,895	29,814
North Dakota	29,709	41,017	34,158	31,044	27,071	—	20,780
Ohio	45,025	58,300	43,548	36,199	29,561	27,789	25,894
Oklahoma	39,807	52,612	42,571	31,750	24,351	28,743	27,429
Oregon	45,278	56,483	43,361	35,767	29,095	33,908	24,967
Pennsylvania	52,196	69,290	49,430	40,656	32,648	34,183	25,705
Rhode Island	54,585	69,683	50,282	43,466	30,620	38,444	—
South Carolina	36,544	47,102	36,172	31,038	26,259	29,265	26,950
South Dakota	31,858	40,347	32,752	30,257	24,543	*	24,953
Tennessee	43,278	60,708	40,972	34,482	25,713	26,309	29,001
Texas	48,938	64,329	46,693	38,208	26,371	32,173	29,284
Utah	49,268	62,541	47,258	39,907	34,069	23,944	34,312
Vermont	41,430	55,337	41,233	35,127	26,823	49,336	31,007
Virginia	43,894	55,891	43,719	35,514	27,328	30,470	22,009
Washington	45,421	57,791	45,041	38,287	31,473	28,228	22,000
West Virginia	35,038	42,483	36,147	30,821	28,120	—	32,604
Wisconsin	42,805	54,174	44,148	35,816	27,979	36,801	38,709
Wyoming	—	—	—	—	—	—	—

—Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education National Center Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

Table 7.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$51,044	$65,866	$48,432	$39,991	$29,941	$34,082	$35,657
Alabama	41,930	54,907	42,931	35,878	27,760	28,520	14,557
Alaska	48,982	61,498	51,643	41,694	34,989	---	37,413
Arizona	52,112	66,591	48,760	41,047	25,999	34,993	27,877
Arkansas	40,365	51,240	41,682	35,905	27,362	16,136	31,182
California	60,416	71,411	52,994	43,974	35,672	42,324	39,835
Colorado	50,038	62,114	47,519	39,936	30,148	29,500	33,902
Connecticut	60,816	78,029	54,814	44,009	35,596	40,879	10,949
Delaware	57,153	76,363	56,231	44,183	33,972	33,704	---
District of Columbia	56,994	73,748	51,841	42,113	33,868	31,468	---
Florida	49,118	62,811	45,750	39,691	31,113	31,206	40,055
Georgia	46,740	61,961	47,338	38,848	28,854	31,846	37,311
Hawaii	55,178	68,557	52,804	45,488	35,240	---	---
Idaho	42,888	51,405	42,733	37,960	29,169	---	36,137
Illinois	51,916	68,042	48,941	41,092	28,906	28,441	36,409
Indiana	48,880	64,136	47,162	39,524	27,268	31,578	30,275
Iowa	48,617	62,699	46,859	38,250	29,582	35,934	32,395
Kansas	43,590	56,039	42,100	35,882	30,327	28,701	25,529
Kentucky	43,637	55,716	43,137	36,252	28,285	27,786	28,601
Louisiana	41,545	55,308	43,098	35,644	26,291	26,324	21,451
Maine	44,894	57,090	44,041	35,971	29,034	36,185	37,347
Maryland	52,274	68,466	49,696	41,945	34,197	31,384	47,276
Massachusetts	58,758	74,450	52,277	44,300	32,682	42,345	34,194
Michigan	52,593	65,346	50,221	41,884	32,532	32,739	33,571
Minnesota	48,801	60,331	45,438	37,917	30,205	30,311	21,032
Mississippi	42,247	53,748	43,252	37,834	28,523	24,992	*
Missouri	46,080	59,672	45,559	38,194	29,522	27,398	28,994
Montana	39,887	48,371	38,723	34,672	27,986	24,213	36,911
Nebraska	45,603	59,374	45,462	37,106	29,492	25,959	---
Nevada	51,842	67,980	51,523	42,388	43,675	33,160	---
New Hampshire	50,497	64,776	46,380	38,449	30,086	27,987	*
New Jersey	62,755	81,418	59,276	46,218	34,011	40,473	47,867
New Mexico	46,198	59,452	45,228	37,442	28,109	32,746	41,885
New York	57,135	72,888	53,655	43,113	32,501	39,977	37,372
North Carolina	46,707	61,587	45,469	38,425	28,991	31,796	35,712
North Dakota	36,499	46,745	38,246	34,549	29,741	25,486	20,043
Ohio	50,070	64,397	47,922	39,044	30,315	29,649	26,055
Oklahoma	42,312	54,309	43,090	36,065	28,729	21,631	27,715
Oregon	45,523	56,596	43,705	37,302	28,860	31,074	25,151
Pennsylvania	54,821	72,245	52,915	42,689	34,032	31,836	35,138
Rhode Island	54,191	66,329	49,543	42,639	30,726	38,444	---
South Carolina	44,159	56,700	43,335	36,054	27,278	33,216	22,937
South Dakota	36,106	46,324	37,313	33,202	26,195	*	25,576
Tennessee	46,474	59,671	44,602	36,971	26,989	28,308	27,561
Texas	47,550	62,947	45,528	38,560	28,348	30,322	34,726
Utah	47,165	60,217	45,024	38,547	31,981	28,243	34,207
Vermont	43,835	56,399	42,678	35,362	32,999	34,418	32,282
Virginia	49,587	63,288	47,805	38,959	29,438	34,173	---
Washington	49,420	61,532	45,978	40,047	30,762	35,140	38,458
West Virginia	40,287	49,354	40,118	33,912	27,971	27,114	32,604
Wisconsin	48,943	60,192	46,300	38,934	30,717	32,990	38,709
Wyoming	47,216	58,722	45,679	41,098	42,139	28,148	---

---Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

BEST COPY AVAILABLE

Table 7a.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year public higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$51,172	$64,946	$48,815	$40,562	$29,907	$33,525	$36,829
Alabama	43,580	57,455	44,169	37,293	28,511	29,126	---
Alaska	49,594	62,435	52,026	42,176	35,146	---	37,413
Arizona	52,809	67,459	48,997	41,666	27,477	34,993	27,877
Arkansas	41,299	53,795	42,902	37,086	27,754	15,153	31,182
California	60,705	69,782	52,504	44,104	35,034	43,538	47,070
Colorado	50,262	62,123	47,527	40,101	31,050	26,843	33,902
Connecticut	61,635	75,932	58,154	44,331	37,384	48,493	---
Delaware	57,693	77,592	55,945	44,515	33,412	36,427	---
District of Columbia	51,610	60,588	48,285	39,443	36,695	---	---
Florida	50,487	63,086	46,395	41,353	32,036	37,063	---
Georgia	47,318	62,286	48,228	39,724	29,447	36,572	---
Hawaii	56,477	70,387	53,721	46,409	34,941	---	---
Idaho	43,446	51,726	43,047	38,240	29,468	---	33,561
Illinois	49,976	63,918	48,086	40,581	25,147	27,789	28,433
Indiana	49,176	65,592	47,454	40,281	26,244	31,905	---
Iowa	55,947	70,968	52,129	43,212	33,069	---	---
Kansas	46,436	59,080	44,347	38,144	31,637	28,654	*
Kentucky	46,269	58,996	45,450	37,871	29,846	27,825	*
Louisiana	39,929	52,961	40,994	35,061	26,166	18,178	---
Maine	43,946	53,930	43,091	35,456	27,946	36,393	---
Maryland	52,015	68,069	50,729	42,892	33,024	31,274	*
Massachusetts	52,530	60,987	49,200	40,199	31,073	38,713	---
Michigan	55,244	68,414	52,186	43,765	34,382	32,344	33,123
Minnesota	52,284	62,314	47,156	39,800	28,524	---	---
Mississippi	43,367	55,479	44,907	38,853	29,116	24,493	---
Missouri	47,125	59,459	47,223	39,259	30,176	23,894	---
Montana	41,120	49,593	40,357	35,103	28,109	24,213	42,441
Nebraska	48,000	61,602	46,932	39,374	29,372	25,959	---
Nevada	52,010	68,071	51,803	42,505	*	33,160	---
New Hampshire	49,817	61,042	47,022	38,803	30,010	29,902	*
New Jersey	64,539	82,567	62,270	48,296	34,319	42,537	50,533
New Mexico	46,635	59,956	45,517	37,748	28,109	32,746	34,021
New York	58,246	72,094	54,598	43,968	34,134	41,563	---
North Carolina	48,732	64,014	47,526	40,892	35,075	31,041	36,642
North Dakota	37,259	47,243	38,998	35,006	30,157	25,486	26,181
Ohio	52,902	67,637	50,091	40,905	30,581	30,303	28,029
Oklahoma	42,958	54,814	43,093	37,241	29,878	20,395	27,617
Oregon	45,646	56,654	43,872	38,178	28,805	28,240	25,334
Pennsylvania	56,830	74,881	56,005	44,660	34,675	30,620	35,806
Rhode Island	53,509	61,882	48,282	40,937	*	---	---
South Carolina	46,655	59,542	45,498	38,098	27,659	33,617	---
South Dakota	37,274	47,618	38,752	34,107	26,584	---	25,743
Tennessee	48,112	59,088	46,612	38,551	27,846	37,307	---
Texas	46,992	62,397	45,102	38,623	29,025	29,924	45,584
Utah	45,919	58,983	43,696	37,864	31,305	28,787	31,289
Vermont	45,068	57,446	43,674	35,262	28,998	32,320	37,124
Virginia	51,675	65,970	49,229	40,610	30,108	35,894	---
Washington	51,202	62,716	46,515	41,187	29,600	35,677	42,524
West Virginia	41,323	50,335	40,845	34,668	27,935	27,114	---
Wisconsin	51,246	61,468	47,238	40,890	35,746	32,900	---
Wyoming	47,216	58,722	45,679	41,098	42,139	28,148	---

---Data not applicable.

* Number of faculty reported in this category were too small to yield reliable results.

SOURCE U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

Table 8.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts*, in 2-year higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$43,009	$51,454	$43,107	$36,927	$31,421	$35,165	$43,537
Alabama	36,254	—	—	—	—	—	36,254
Alaska	56,164	59,879	*	*	—	—	—
Arizona	48,231	—	—	—	—	—	48,231
Arkansas	30,552	*	32,139	29,535	21,741	—	31,385
California	52,625	54,239	43,420	37,355	40,344	—	52,726
Colorado	35,652	40,596	35,028	30,600	27,279	—	35,850
Connecticut	49,930	61,857	50,883	43,018	36,601	*	24,901
Delaware	42,950	—	—	—	—	—	42,950
District of Columbia	—	—	—	—	—	—	—
Florida	39,527	46,427	40,559	35,514	33,113	*	38,653
Georgia	35,779	45,050	39,805	33,953	29,896	—	36,667
Hawaii	44,244	54,284	46,861	42,121	37,370	—	—
Idaho	40,479	43,393	38,629	32,625	30,716	—	41,405
Illinois	48,491	33,650	29,734	28,148	24,600	—	48,637
Indiana	34,492	47,734	39,388	34,309	30,021	—	30,749
Iowa	35,864	39,677	34,879	31,875	30,642	—	36,275
Kansas	35,315	36,950	28,172	27,831	25,635	—	35,448
Kentucky	32,974	43,198	33,473	28,352	27,361	—	—
Louisiana	32,307	41,066	36,725	31,845	27,114	—	30,237
Maine	33,123	—	—	—	—	—	33,123
Maryland	44,738	52,772	44,296	36,072	30,911	28,525	—
Massachusetts	39,636	42,837	35,865	33,522	31,158	—	35,118
Michigan	52,392	53,531	51,463	50,239	40,833	—	52,588
Minnesota	41,532	39,312	39,134	39,144	35,330	—	41,624
Mississippi	35,569	26,290	25,730	20,340	21,368	*	35,808
Missouri	39,117	50,143	44,995	35,972	31,728	—	34,753
Montana	31,195	—	—	—	—	—	31,195
Nebraska	33,692	36,708	37,218	42,375	31,245	—	33,506
Nevada	43,284	45,227	—	—	38,791	—	43,839
New Hampshire	34,025	37,289	31,535	27,659	25,740	—	23,476
New Jersey	52,178	66,974	56,677	45,357	34,773	30,062	38,742
New Mexico	31,257	35,224	36,291	33,158	29,432	28,727	28,119
New York	49,983	62,007	49,291	41,276	32,267	43,470	32,675
North Carolina	30,829	36,916	31,397	29,934	23,744	—	30,735
North Dakota	30,190	37,012	34,563	31,353	27,550	*	24,394
Ohio	40,720	51,761	44,287	36,903	31,535	26,807	39,275
Oklahoma	34,723	35,973	31,886	36,534	32,585	—	34,122
Oregon	42,091	45,875	42,529	37,064	31,293	—	42,252
Pennsylvania	46,104	53,932	46,929	40,360	31,444	30,681	30,594
Rhode Island	41,379	48,699	35,855	31,320	24,405	—	—
South Carolina	31,491	45,782	37,079	32,905	30,654	28,515	30,995
South Dakota	24,655	—	—	—	—	—	24,655
Tennessee	34,499	44,874	38,042	32,179	27,194	—	29,952
Texas	39,257	45,340	40,651	35,941	32,271	27,858	39,480
Utah	35,076	42,203	37,188	32,910	30,243	29,101	35,856
Vermont	20,024	—	*	27,264	18,013	—	17,200
Virginia	37,896	44,707	39,796	34,845	30,340	—	21,987
Washington	38,753	—	—	—	—	—	38,753
West Virginia	31,816	41,922	32,777	27,300	20,655	21,669	—
Wisconsin	47,064	48,365	40,749	33,621	29,072	—	47,776
Wyoming	32,766	37,464	35,069	31,229	24,413	—	33,693

—Data not applicable.

* Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

BEST COPY AVAILABLE

Table 8a.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year public higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$43,295	$51,679	$43,389	$37,241	$31,805	$35,244	$43,754
Alabama	36,364	—	—	—	—	—	36,364
Alaska	56,164	59,879	*	*	—	—	—
Arizona	48,231	—	—	—	—	—	48,231
Arkansas	31,125	*	32,139	29,535	25,260	—	31,623
California	52,789	55,045	48,343	41,371	48,497	—	52,807
Colorado	35,652	40,596	35,028	30,600	27,279	—	35,850
Connecticut	51,143	62,089	51,000	43,841	36,472	*	—
Delaware	42,950	—	—	—	—	—	42,950
District of Columbia	—	—	—	—	—	—	—
Florida	39,594	46,427	40,559	35,527	33,304	*	38,680
Georgia	36,167	45,791	40,129	34,236	30,266	—	37,731
Hawaii	44,244	54,284	46,861	42,121	37,370	—	—
Idaho	36,646	43,393	38,629	32,625	30,716	—	37,607
Illinois	48,796	—	—	—	—	—	48,796
Indiana	34,662	47,734	40,332	35,404	30,676	—	30,775
Iowa	35,726	39,677	34,879	31,875	30,642	—	36,093
Kansas	35,716	36,950	28,172	27,831	25,635	—	35,871
Kentucky	33,107	43,312	33,541	28,427	27,404	—	—
Louisiana	31,745	40,892	35,744	31,091	26,770	—	30,237
Maine	33,378	—	—	—	—	—	33,378
Maryland	44,772	52,809	44,296	36,129	30,911	28,525	—
Massachusetts	39,963	42,873	35,803	33,990	31,218	—	34,511
Michigan	52,722	53,531	51,463	50,239	40,833	—	52,996
Minnesota	41,664	36,708	38,274	48,918	37,678	—	41,703
Mississippi	35,808	—	—	—	—	—	35,808
Missouri	39,479	50,524	45,634	36,668	31,771	—	34,923
Montana	30,952	—	—	—	—	—	30,952
Nebraska	33,692	36,708	37,218	42,375	31,245	—	33,506
Nevada	43,284	45,227	—	—	38,791	—	43,839
New Hampshire	34,956	37,399	31,948	29,343	25,740	—	—
New Jersey	52,283	66,974	56,677	45,357	34,773	30,062	32,316
New Mexico	31,257	35,224	36,291	33,158	29,432	28,727	28,119
New York	50,933	62,407	49,942	41,793	33,185	43,470	—
North Carolina	30,638	—	—	—	—	—	30,638
North Dakota	31,232	37,012	34,563	31,353	27,550	*	25,807
Ohio	40,886	51,844	44,336	37,009	31,962	26,807	39,402
Oklahoma	35,038	36,105	35,620	36,801	33,280	—	34,305
Oregon	42,091	45,875	42,529	37,064	31,293	—	42,252
Pennsylvania	48,206	54,711	48,008	41,443	32,282	30,681	42,097
Rhode Island	41,379	48,699	35,855	31,320	24,405	—	—
South Carolina	31,510	45,782	37,079	32,905	30,654	28,515	31,010
South Dakota	24,834	—	—	—	—	—	24,834
Tennessee	34,743	45,720	38,100	32,338	27,280	—	*
Texas	39,331	45,355	40,711	36,217	32,342	28,354	39,518
Utah	35,147	42,203	37,188	32,910	30,243	29,101	36,235
Vermont	—	—	—	—	—	—	—
Virginia	38,142	44,707	39,810	34,909	30,532	—	21,923
Washington	38,753	—	—	—	—	—	38,753
West Virginia	31,816	41,922	32,777	27,300	20,655	21,669	—
Wisconsin	47,064	48,365	40,749	33,621	29,072	—	47,776
Wyoming	32,766	37,464	35,069	31,229	24,413	—	33,693

—Data not applicable.

* Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

Table 9.--Average salaries for male full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$52,814	$65,949	$49,037	$40,858	$30,940	$36,135	$44,624
Alabama	43,377	55,977	44,277	37,170	28,381	31,809	36,386
Alaska	51,420	62,283	52,324	43,464	35,333	---	39,196
Arizona	54,165	67,581	49,837	42,519	24,947	36,275	49,586
Arkansas	42,077	52,137	42,276	36,235	27,800	12,749	33,234
California	60,864	72,642	53,950	45,196	36,207	45,694	53,596
Colorado	51,209	62,500	47,803	40,516	31,778	30,960	36,500
Connecticut	63,370	77,800	55,433	44,791	36,401	41,498	16,394
Delaware	59,913	78,371	56,658	45,025	37,008	32,148	43,251
District of Columbia	61,003	75,359	52,530	43,010	35,895	33,118	---
Florida	48,684	60,775	45,821	39,879	33,051	33,694	39,987
Georgia	48,616	62,473	47,523	39,110	28,915	32,863	39,504
Hawaii	54,527	66,460	52,254	44,646	36,861	---	---
Idaho	43,775	51,615	43,295	38,551	29,582	---	41,268
Illinois	54,764	69,414	50,124	42,555	29,470	29,215	50,028
Indiana	51,492	64,607	48,349	41,011	28,623	32,411	31,040
Iowa	49,606	62,887	47,683	38,691	29,510	46,389	36,993
Kansas	44,216	56,344	43,167	37,029	31,463	29,714	35,918
Kentucky	44,800	55,548	42,407	35,640	28,851	29,037	29,322
Louisiana	44,350	56,158	43,322	36,733	26,718	29,864	26,508
Maine	45,734	58,417	45,034	36,438	30,035	42,756	33,969
Maryland	54,032	65,791	49,485	42,117	32,779	32,967	48,360
Massachusetts	61,137	72,717	53,052	45,300	33,061	46,077	34,121
Michigan	55,769	65,836	51,637	43,478	34,482	34,114	53,278
Minnesota	49,325	61,287	46,368	38,784	30,782	*	42,432
Mississippi	42,718	54,843	44,426	38,620	28,523	26,299	36,759
Missouri	48,252	59,787	46,541	39,289	30,331	26,559	35,547
Montana	40,936	48,811	39,320	35,517	29,063	24,213	33,781
Nebraska	46,720	60,285	46,431	37,901	29,807	26,444	34,790
Nevada	52,283	62,939	52,358	43,529	39,514	34,270	45,548
New Hampshire	52,138	62,678	46,729	38,729	30,488	32,500	*
New Jersey	65,149	81,187	60,533	47,646	35,285	40,735	51,158
New Mexico	45,643	58,100	45,699	37,643	28,853	30,372	34,855
New York	59,409	72,039	54,178	44,113	32,401	42,048	35,197
North Carolina	49,071	62,787	46,470	39,612	28,565	33,694	34,231
North Dakota	37,388	47,093	38,204	35,308	30,758	27,346	23,384
Ohio	52,191	64,567	48,859	39,626	30,984	28,024	39,364
Oklahoma	43,648	53,945	43,974	37,110	30,881	21,674	34,448
Oregon	46,949	56,942	44,330	38,258	30,271	34,103	44,318
Pennsylvania	57,741	71,783	53,615	43,698	35,138	33,588	32,750
Rhode Island	56,805	66,208	51,289	43,216	31,270	35,269	---
South Carolina	44,394	57,544	44,101	36,790	29,697	37,460	31,777
South Dakota	38,508	46,489	37,921	34,595	26,254	---	26,305
Tennessee	48,043	59,925	44,141	37,369	26,778	31,984	28,642
Texas	48,569	62,645	45,977	39,211	29,889	32,074	40,630
Utah	48,352	60,334	45,352	39,214	32,281	30,150	36,495
Vermont	46,454	57,459	43,330	35,808	26,966	35,975	32,675
Virginia	51,024	62,785	47,538	39,227	30,263	38,890	25,030
Washington	48,498	62,298	46,614	41,353	30,893	35,768	39,431
West Virginia	42,364	49,936	41,019	34,698	27,806	27,047	31,984
Wisconsin	50,741	60,800	46,619	39,663	30,165	34,683	48,378
Wyoming	43,349	56,574	43,459	39,403	27,833	29,752	35,394

---Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

BEST COPY AVAILABLE

Table 10.--Average salaries for female full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$42,871	$58,318	$45,803	$38,345	$29,940	$32,584	$41,085
Alabama	35,849	49,560	39,379	34,190	27,414	25,088	35,724
Alaska	45,142	58,771	50,651	39,580	34,706	---	34,396
Arizona	44,960	60,372	46,407	39,375	27,015	33,626	45,778
Arkansas	33,223	45,453	39,482	34,542	26,392	18,889	30,073
California	51,820	65,562	51,130	42,389	35,627	39,370	50,853
Colorado	40,851	53,681	44,925	38,483	28,115	27,964	34,865
Connecticut	51,042	68,185	52,716	42,783	36,084	40,162	20,011
Delaware	47,701	67,530	55,333	43,206	32,898	36,297	42,768
District of Columbia	49,822	67,955	50,654	41,291	32,517	29,346	---
Florida	40,280	50,464	42,871	37,691	31,609	28,592	37,330
Georgia	39,640	54,374	44,482	36,864	29,307	31,057	34,023
Hawaii	46,281	59,679	49,986	43,927	36,426	---	---
Idaho	38,256	48,729	40,894	35,876	29,221	---	37,154
Illinois	43,986	60,359	46,208	39,097	28,385	27,637	44,729
Indiana	39,088	55,259	43,449	37,127	26,808	31,154	30,507
Iowa	39,659	53,348	43,464	37,060	30,017	31,287	35,291
Kansas	36,288	50,637	39,360	34,279	29,190	27,781	34,504
Kentucky	36,911	49,487	38,808	34,249	27,377	26,915	28,366
Louisiana	34,933	48,843	40,858	33,880	26,282	24,886	28,615
Maine	38,276	50,511	42,130	35,570	28,422	30,162	32,276
Maryland	44,006	56,946	46,223	38,596	33,259	30,051	43,529
Massachusetts	47,735	57,847	48,464	41,714	31,774	38,517	34,866
Michigan	45,818	58,489	47,286	40,427	32,901	31,868	48,466
Minnesota	41,796	54,963	43,848	37,070	30,100	28,941	40,296
Mississippi	35,785	47,285	40,134	36,419	28,030	23,357	35,267
Missouri	39,049	53,355	43,096	36,668	29,726	27,974	32,772
Montana	34,419	45,477	37,338	33,633	27,395	---	30,725
Nebraska	37,178	51,519	42,561	36,334	29,393	25,693	31,700
Nevada	42,984	49,161	49,328	40,538	38,194	32,137	41,996
New Hampshire	41,633	49,272	42,925	36,508	28,539	24,603	22,657
New Jersey	52,177	71,831	55,527	44,218	33,948	37,115	39,978
New Mexico	37,288	48,234	41,696	35,751	29,444	31,447	29,948
New York	49,111	66,410	50,840	41,378	32,367	39,408	39,220
North Carolina	38,348	54,525	43,083	36,726	29,038	30,558	31,248
North Dakota	31,517	43,002	35,056	32,818	27,367	24,128	23,434
Ohio	41,528	55,754	44,658	37,614	30,666	28,020	36,144
Oklahoma	35,561	44,477	40,261	34,816	28,309	21,578	32,523
Oregon	39,902	52,867	42,386	36,118	28,200	29,114	39,941
Pennsylvania	46,560	63,073	49,924	41,150	32,852	30,722	27,575
Rhode Island	45,309	56,221	44,334	39,449	29,038	40,863	---
South Carolina	34,879	50,062	40,998	34,988	27,778	30,711	30,073
South Dakota	31,579	45,112	35,802	31,487	26,160	*	24,796
Tennessee	37,736	53,125	41,069	35,019	27,268	25,515	29,324
Texas	39,020	52,538	42,816	37,042	29,794	28,982	38,166
Utah	38,063	50,898	41,651	35,734	30,535	26,636	33,364
Vermont	37,320	50,727	41,131	34,599	26,895	33,789	30,578
Virginia	40,389	52,649	43,426	36,831	29,403	30,848	20,973
Washington	40,440	56,411	44,485	38,697	30,682	34,440	37,819
West Virginia	35,121	44,651	37,498	32,260	26,462	25,485	33,038
Wisconsin	43,996	54,500	44,300	37,640	30,897	31,837	46,926
Wyoming	34,108	48,092	41,575	36,863	24,406	27,212	31,674

---Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

Table 11.--Number of full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	381,652	118,919	93,820	88,201	20,368	7,905	52,439
Alabama	6,322	1,241	1,390	1,536	505	47	1,603
Alaska	798	204	245	243	71	0	35
Arizona	5,231	1,326	1,076	801	114	157	1,757
Arkansas	3,262	789	742	815	438	29	449
California	34,705	12,366	5,059	4,278	413	698	11,891
Colorado	5,631	1,972	1,397	1,247	287	78	650
Connecticut	5,447	2,227	1,468	1,375	210	126	41
Delaware	1,261	324	382	281	88	8	178
District of Columbia	3,274	1,269	1,026	813	150	16	0
Florida	12,318	3,751	2,981	2,537	1,000	109	1,940
Georgia	8,729	2,133	2,517	3,121	812	71	75
Hawaii	1,678	559	383	440	296	0	0
Idaho	1,893	480	381	390	118	0	524
Illinois	18,220	4,928	3,743	3,671	680	308	4,890
Indiana	9,411	2,861	2,553	2,704	411	252	630
Iowa	5,439	1,587	1,359	1,355	322	13	803
Kansas	4,863	1,164	1,118	1,085	253	42	1,201
Kentucky	5,549	1,609	1,729	1,668	378	112	53
Louisiana	6,575	1,721	1,670	2,000	1,020	45	119
Maine	1,851	453	591	422	58	23	304
Maryland	6,700	2,390	1,879	1,689	364	271	107
Massachusetts	15,016	6,686	4,004	3,204	460	389	273
Michigan	12,458	4,120	3,045	2,488	298	438	2,069
Minnesota	8,440	2,378	1,795	1,549	252	4	2,462
Mississippi	4,365	726	675	849	360	32	1,723
Missouri	7,612	2,216	1,993	2,169	557	81	596
Montana	1,569	455	359	399	96	3	257
Nebraska	3,116	781	750	846	157	48	534
Nevada	1,336	406	312	249	86	98	185
New Hampshire	1,976	770	662	482	47	7	8
New Jersey	8,506	3,004	2,377	2,364	502	169	90
New Mexico	2,459	653	619	663	187	144	193
New York	31,462	12,035	8,973	7,430	1,345	1,050	629
North Carolina	10,172	2,825	2,617	2,428	307	499	1,496
North Dakota	1,492	229	447	475	159	76	106
Ohio	15,626	4,937	4,926	4,366	1,030	117	250
Oklahoma	4,622	1,248	965	1,366	487	27	529
Oregon	4,689	1,113	911	814	227	28	1,596
Pennsylvania	20,599	6,860	6,141	6,061	1,148	225	164
Rhode Island	2,552	1,117	704	605	89	37	0
South Carolina	5,881	1,472	1,309	1,177	601	91	1,231
South Dakota	1,292	309	296	455	168	*	63
Tennessee	7,908	2,532	2,270	2,205	802	44	55
Texas	22,893	6,214	4,823	5,097	1,444	1,063	4,252
Utah	3,834	1,189	1,046	1,035	276	92	196
Vermont	1,469	457	415	331	69	73	124
Virginia	10,081	3,224	3,288	2,708	737	104	20
Washington	7,430	1,867	1,297	1,135	108	222	2,801
West Virginia	2,623	838	788	766	192	22	17
Wisconsin	9,980	2,680	2,155	1,818	126	259	2,942
Wyoming	1,037	224	169	196	63	57	328

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

BEST COPY AVAILABLE

Table 12.--Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$57,082	$78,239	$59,741	$50,416	$41,101	$40,264	$39,360
Alabama	56,839	72,196	55,090	46,232	33,335	35,795	48,117
Alaska	66,474	86,521	63,327	52,334	44,693	---	36,520
Arizona	56,273	75,682	56,045	42,086	28,257	32,103	32,654
Arkansas	52,872	69,288	54,945	47,366	34,538	---	35,896
California	61,919	81,001	58,547	48,001	39,512	48,807	42,743
Colorado	71,397	102,647	81,247	72,460	57,507	32,739	34,570
Connecticut	63,031	92,291	61,254	50,560	38,473	50,257	61,276
Delaware	59,103	86,329	60,948	39,259	37,590	*	52,738
District of Columbia	60,333	75,692	56,002	47,479	45,950	40,735	59,222
Florida	53,240	70,660	55,079	47,059	36,791	36,132	35,857
Georgia	54,765	78,655	60,487	47,771	35,996	46,729	42,326
Hawaii	55,394	73,046	60,097	46,950	37,641	---	---
Idaho	52,487	67,070	52,156	45,703	38,046	---	42,299
Illinois	58,611	76,972	60,115	49,469	33,599	39,109	42,473
Indiana	63,533	83,043	57,681	47,735	39,616	34,079	29,300
Iowa	55,975	76,492	59,325	47,654	39,719	*	41,921
Kansas	54,181	69,576	55,898	46,394	39,789	39,174	31,841
Kentucky	59,294	71,930	58,387	47,478	31,350	31,535	27,002
Louisiana	58,540	77,701	58,059	51,555	36,134	*	24,330
Maine	47,917	63,792	48,430	39,590	32,574	*	36,038
Maryland	66,213	92,237	64,851	52,668	42,967	44,892	44,898
Massachusetts	59,076	86,992	57,233	47,119	38,202	40,848	33,508
Michigan	61,606	78,736	58,432	49,369	39,146	46,079	46,690
Minnesota	49,703	61,810	55,502	46,335	31,505	---	37,726
Mississippi	52,780	71,208	58,099	49,027	36,378	*	38,645
Missouri	55,143	74,911	58,443	45,932	38,084	29,562	34,264
Montana	51,900	65,050	54,732	46,291	*	*	32,208
Nebraska	51,923	74,703	58,880	46,212	36,237	*	36,952
Nevada	56,050	64,570	60,025	46,494	43,889	*	41,549
New Hampshire	43,164	53,772	45,260	34,830	31,707	*	34,312
New Jersey	69,704	90,363	74,062	55,390	40,981	41,061	43,573
New Mexico	45,981	63,641	55,774	44,407	38,846	47,878	38,447
New York	63,228	86,348	66,309	56,757	57,910	40,186	37,922
North Carolina	46,885	82,749	61,541	50,638	36,110	41,661	39,723
North Dakota	47,124	59,992	49,399	43,864	34,241	32,140	31,414
Ohio	56,053	75,549	58,511	46,948	32,786	16,419	42,255
Oklahoma	52,611	73,711	55,861	46,725	37,539	25,816	32,177
Oregon	56,133	76,897	57,812	46,581	36,127	27,488	36,409
Pennsylvania	53,107	87,440	64,489	48,766	39,547	38,505	32,705
Rhode Island	57,798	74,652	55,932	45,790	35,792	---	---
South Carolina	54,118	69,430	53,977	48,342	40,752	44,718	32,912
South Dakota	41,051	56,428	45,094	41,362	30,808	*	24,048
Tennessee	56,414	70,975	54,417	53,884	40,458	43,154	52,463
Texas	54,368	78,617	59,789	48,789	34,733	43,091	39,897
Utah	60,286	76,597	53,817	43,880	35,820	41,476	44,331
Vermont	39,820	58,258	44,192	33,057	23,898	39,095	37,456
Virginia	63,485	83,979	61,314	47,374	38,498	37,441	28,877
Washington	60,833	80,734	60,503	50,692	36,593	44,323	35,598
West Virginia	49,733	63,943	51,343	40,391	32,134	35,104	30,367
Wisconsin	58,776	78,687	64,282	51,327	37,895	43,030	48,561
Wyoming	49,209	66,891	49,625	45,441	32,773	37,210	32,306

---Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey

Table 13.--Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in public higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$59,873	$81,071	$62,342	$52,877	$42,585	$41,109	$41,821
Alabama	58,302	73,601	56,522	46,681	34,677	35,795	49,787
Alaska	69,368	87,004	63,938	52,602	46,780	—	45,526
Arizona	67,273	81,588	59,960	48,757	*	46,379	36,880
Arkansas	54,130	69,866	55,204	47,792	35,072	—	39,630
California	68,006	80,842	59,741	50,488	33,804	54,148	54,604
Colorado	75,018	105,423	84,682	73,809	57,730	27,691	36,460
Connecticut	61,314	*	—	*	*	—	67,136
Delaware	62,709	88,503	63,391	49,617	37,590	*	52,738
District of Columbia	59,931	—	—	—	—	—	59,931
Florida	58,575	76,572	59,032	49,218	38,738	35,752	42,613
Georgia	56,634	84,344	61,886	49,555	37,071	46,138	43,610
Hawaii	61,805	74,624	65,213	52,028	42,901	—	—
Idaho	52,790	67,070	52,156	45,703	38,222	—	40,032
Illinois	62,695	82,800	64,360	54,023	38,080	40,829	45,708
Indiana	70,899	87,402	62,216	51,914	39,822	34,079	45,463
Iowa	58,674	81,286	62,671	50,237	40,744	—	42,648
Kansas	55,463	71,231	57,220	48,593	40,271	39,174	31,863
Kentucky	65,337	74,545	60,740	50,470	37,206	32,649	—
Louisiana	53,378	67,677	52,796	44,513	35,182	*	—
Maine	42,479	*	52,048	47,124	*	*	38,575
Maryland	69,593	94,260	65,619	52,260	42,889	43,759	37,911
Massachusetts	61,219	86,012	64,232	51,897	*	39,771	33,763
Michigan	65,951	84,118	64,287	53,168	41,244	46,217	49,478
Minnesota	58,690	78,858	61,130	53,614	*	—	40,726
Mississippi	53,776	73,599	59,692	50,516	37,759	—	38,645
Missouri	61,575	78,471	63,091	50,442	37,980	24,445	38,762
Montana	53,106	65,050	54,732	46,291	*	*	31,171
Nebraska	54,710	80,737	61,484	49,726	37,035	—	38,482
Nevada	60,007	72,971	60,025	48,749	47,706	*	41,549
New Hampshire	47,159	51,540	46,014	37,233	30,150	—	—
New Jersey	75,543	99,478	78,126	57,802	40,582	41,881	57,749
New Mexico	46,686	63,693	56,102	45,241	38,846	47,878	39,391
New York	75,945	89,581	79,337	77,784	69,452	44,947	34,886
North Carolina	46,904	86,180	64,789	54,455	45,773	41,451	39,955
North Dakota	47,060	59,992	49,154	43,864	34,241	32,140	31,414
Ohio	63,258	84,169	60,977	49,293	35,607	—	46,015
Oklahoma	55,869	74,379	56,174	47,034	38,167	25,816	39,135
Oregon	57,910	78,264	60,572	49,396	37,168	27,488	39,605
Pennsylvania	59,797	92,093	66,434	50,515	38,473	38,327	42,936
Rhode Island	64,072	74,475	55,952	46,605	*	—	—
South Carolina	59,170	74,775	59,038	51,228	40,752	44,718	40,149
South Dakota	41,197	58,286	46,142	41,682	30,778	*	24,048
Tennessee	55,101	76,755	55,259	45,684	35,238	*	36,367
Texas	56,626	84,316	63,349	51,726	35,802	43,588	40,860
Utah	57,737	76,367	55,090	45,088	34,720	41,476	46,216
Vermont	46,026	61,365	46,904	33,302	*	39,095	*
Virginia	69,092	86,763	63,209	49,776	39,819	39,544	*
Washington	66,377	85,429	61,726	53,272	38,186	44,323	40,320
West Virginia	56,277	65,674	54,533	42,866	39,354	35,104	—
Wisconsin	59,771	78,500	61,814	53,905	39,369	43,030	51,282
Wyoming	55,002	66,891	49,625	45,441	32,773	37,210	41,464

—Data not applicable.
*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

Table 14.--Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in private higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 STATES AND D.C.	$51,333	$71,281	$54,445	$47,199	$38,463	$37,560	$33,064
Alabama	40,989	52,200	39,722	42,718	26,745	—	26,404
Alaska	29,163	*	*	*	*	—	26,228
Arizona	35,955	51,305	40,538	34,390	27,735	21,000	29,629
Arkansas	24,980	42,987	*	32,900	18,004	—	19,384
California	57,160	81,202	57,920	46,808	40,062	35,722	34,591
Colorado	39,344	66,177	44,479	38,720	*	*	30,015
Connecticut	63,159	92,959	61,254	50,910	41,297	50,257	58,931
Delaware	41,952	62,846	53,057	32,737	—	—	—
District of Columbia	60,379	75,692	56,002	47,479	45,950	40,735	*
Florida	43,413	56,356	47,393	43,913	27,765	36,613	29,101
Georgia	46,143	58,073	55,085	43,727	34,465	*	25,719
Hawaii	44,659	65,882	52,089	41,668	31,904	—	—
Idaho	44,537	—	—	—	*	—	46,214
Illinois	52,405	68,442	54,420	44,791	31,005	35,669	31,299
Indiana	36,484	47,212	38,386	37,908	39,399	—	23,491
Iowa	49,496	60,701	54,588	45,605	38,974	*	32,953
Kansas	39,978	48,988	41,640	31,964	35,748	—	*
Kentucky	33,888	49,477	36,645	28,526	24,430	*	27,002
Louisiana	67,285	99,195	69,574	60,134	38,851	—	24,330
Maine	48,791	64,038	48,044	39,213	31,915	—	28,425
Maryland	59,976	86,523	62,268	53,345	43,098	*	47,496
Massachusetts	58,823	87,144	56,816	46,917	37,773	41,431	33,474
Michigan	47,010	59,590	44,685	35,694	27,897	44,177	37,288
Minnesota	37,257	40,290	43,951	37,624	30,528	—	31,651
Mississippi	39,860	41,282	40,258	42,353	33,402	*	—
Missouri	49,405	70,359	52,546	43,627	38,183	*	32,156
Montana	35,025	—	—	—	—	—	35,025
Nebraska	43,474	50,679	53,279	42,171	35,528	*	23,706
Nevada	28,108	27,609	—	*	28,620	—	—
New Hampshire	39,038	61,696	42,928	33,228	32,708	*	34,312
New Jersey	48,460	56,940	55,347	42,418	51,750	38,326	35,790
New Mexico	29,697	62,088	*	35,398	—	—	17,595
New York	58,479	85,007	60,613	51,160	48,729	38,026	38,531
North Carolina	46,616	65,634	48,778	41,765	33,211	44,723	19,897
North Dakota	*	—	*	—	—	—	—
Ohio	43,764	55,565	49,104	40,126	31,121	16,419	40,123
Oklahoma	25,821	55,395	43,707	36,233	30,315	—	19,824
Oregon	52,117	73,040	54,094	42,906	28,673	—	23,241
Pennsylvania	46,816	80,599	62,230	46,523	41,550	*	30,452
Rhode Island	48,660	75,924	55,883	45,390	35,273	—	—
South Carolina	32,036	39,551	34,456	32,046	—	—	23,262
South Dakota	39,380	43,159	35,146	39,053	*	—	—
Tennessee	58,744	59,416	52,517	67,004	51,987	42,740	56,934
Texas	43,825	56,827	44,754	41,187	30,391	30,987	30,206
Utah	62,959	76,751	52,077	40,975	44,346	—	43,936
Vermont	33,506	46,863	39,670	32,825	23,914	—	38,490
Virginia	42,735	64,749	46,670	40,234	35,695	27,228	28,264
Washington	39,150	48,444	49,056	37,965	32,608	—	33,575
West Virginia	34,534	46,629	40,337	36,523	26,070	—	30,367
Wisconsin	54,879	79,738	69,818	48,058	33,105	—	25,892
Wyoming	28,932	—	—	—	—	—	28,932

—Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education National Center Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

Table 15.--Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$62,446	$79,353	$60,446	$51,095	$42,618	$40,814	$40,292
Alabama	58,397	72,196	55,090	46,232	33,335	35,795	34,959
Alaska	68,728	86,521	63,327	52,334	44,693	---	45,526
Arizona	57,762	75,682	56,045	42,086	28,257	32,103	30,962
Arkansas	56,090	69,540	55,197	47,724	35,211	---	46,750
California	64,350	81,155	58,823	48,201	39,819	48,807	38,960
Colorado	78,829	103,094	81,539	72,460	57,507	32,739	35,148
Connecticut	64,469	95,156	64,181	51,236	38,473	50,257	61,276
Delaware	62,322	86,329	60,948	39,259	37,590	*	---
District of Columbia	60,333	75,692	56,002	47,479	45,950	40,735	59,222
Florida	56,098	71,531	55,140	47,313	36,796	36,132	29,791
Georgia	63,932	79,681	61,735	48,732	35,783	46,729	30,053
Hawaii	56,088	73,517	60,451	45,968	34,983	---	---
Idaho	53,795	68,309	53,840	46,724	38,388	---	41,670
Illinois	61,847	76,972	60,232	49,575	33,599	39,109	53,005
Indiana	64,521	83,465	57,699	47,711	39,616	34,079	20,645
Iowa	65,925	82,937	62,753	50,001	40,545	*	26,149
Kansas	57,418	69,576	55,898	46,394	39,789	39,174	---
Kentucky	62,278	72,797	60,618	49,820	30,248	32,649	28,562
Louisiana	59,239	77,740	58,377	51,785	36,228	*	24,719
Maine	51,663	70,307	48,694	40,577	35,811	*	---
Maryland	68,643	94,346	66,175	54,418	44,462	44,892	47,266
Massachusetts	60,860	86,992	57,233	47,119	38,202	40,848	36,105
Michigan	66,047	81,758	60,690	50,256	35,953	46,732	37,981
Minnesota	55,640	62,164	55,502	46,131	35,660	---	25,680
Mississippi	61,451	71,325	58,794	49,148	36,528	*	---
Missouri	59,802	75,075	58,443	45,991	38,471	35,939	50,346
Montana	56,480	65,050	54,732	46,291	*	*	35,025
Nebraska	60,381	75,276	59,003	46,554	36,906	*	35,064
Nevada	59,861	69,730	60,025	46,494	31,253	*	---
New Hampshire	46,465	68,242	50,725	37,976	40,345	*	35,120
New Jersey	76,454	94,302	76,312	58,534	41,177	49,569	61,808
New Mexico	61,409	72,161	56,932	46,143	40,346	54,320	*
New York	65,441	86,782	66,861	56,935	59,180	40,161	39,027
North Carolina	63,847	82,749	61,541	50,638	36,110	41,661	44,499
North Dakota	49,565	60,264	50,138	44,443	41,328	33,454	34,231
Ohio	60,987	77,115	59,683	47,819	39,526	26,400	44,729
Oklahoma	59,135	75,700	56,285	47,095	37,759	25,816	43,081
Oregon	58,005	77,453	57,941	46,581	36,024	27,488	31,346
Pennsylvania	61,324	87,856	66,494	50,153	40,455	39,922	42,124
Rhode Island	66,484	76,781	57,300	49,099	*	---	---
South Carolina	57,896	69,515	54,235	48,375	41,693	45,083	54,367
South Dakota	41,051	56,428	45,094	41,362	30,808	*	24,048
Tennessee	60,436	72,430	55,986	56,148	43,593	43,154	129,500
Texas	63,550	81,820	61,158	49,777	33,558	44,358	37,159
Utah	61,301	76,597	53,817	43,919	35,936	41,476	52,382
Vermont	43,506	58,764	45,478	34,212	25,727	39,095	37,456
Virginia	66,960	84,759	61,755	48,515	39,877	38,449	24,436
Washington	63,353	80,734	60,503	50,692	36,593	44,323	37,236
West Virginia	51,728	65,005	51,926	40,457	32,256	35,104	46,975
Wisconsin	65,160	78,687	64,378	51,327	37,895	43,030	*
Wyoming	58,567	68,555	49,662	47,170	---	37,210	---

---Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

BEST COPY AVAILABLE

Table 15a.--Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in 4-year public higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$66,855	$82,581	$63,230	$53,904	$44,180	$41,648	$45,227
Alabama	60,023	73,601	56,522	46,681	34,677	35,795	---
Alaska	69,368	87,004	63,938	52,602	46,780	---	45,526
Arizona	70,557	81,588	59,960	48,757	*	46,379	35,281
Arkansas	56,467	70,130	55,463	48,180	35,360	---	46,750
California	70,828	81,083	59,742	50,488	33,804	54,148	57,169
Colorado	82,121	105,926	85,025	73,809	57,730	27,691	44,007
Connecticut	61,314	*	---	*	*	---	67,136
Delaware	69,540	88,503	63,391	49,617	37,590	*	---
District of Columbia	59,931	---	---	---	---	---	59,931
Florida	61,850	77,915	59,165	49,784	38,776	35,752	43,801
Georgia	70,223	85,913	63,349	51,044	36,705	46,138	---
Hawaii	64,822	75,331	66,557	52,109	40,628	---	---
Idaho	54,185	68,309	53,840	46,724	38,596	---	38,546
Illinois	67,428	82,800	64,360	54,023	38,080	40,829	58,179
Indiana	71,695	88,038	62,275	51,981	39,822	34,079	---
Iowa	80,471	91,710	70,607	59,107	48,401	---	---
Kansas	59,134	71,231	57,220	48,593	40,271	39,174	---
Kentucky	66,681	75,519	62,197	51,574	36,485	32,649	---
Louisiana	53,820	67,677	53,020	44,679	35,188	*	---
Maine	47,990	*	52,048	47,124	*	*	---
Maryland	72,656	97,411	67,515	55,259	45,544	43,759	37,921
Massachusetts	67,164	86,012	64,232	51,897	*	39,771	---
Michigan	73,479	89,272	68,092	54,886	37,788	46,935	*
Minnesota	67,474	79,813	61,130	53,614	*	---	---
Mississippi	63,864	73,599	59,692	50,516	37,759	---	---
Missouri	65,513	78,795	63,091	50,825	38,848	29,027	52,936
Montana	58,381	65,050	54,732	46,291	*	*	---
Nebraska	67,275	81,574	61,695	50,584	38,767	---	---
Nevada	66,545	83,317	60,025	48,749	*	*	---
New Hampshire	60,589	68,606	53,208	*	---	---	---
New Jersey	80,876	102,426	80,125	60,197	40,600	63,059	69,783
New Mexico	62,640	72,599	57,329	47,520	40,346	54,320	---
New York	76,252	89,811	79,956	78,042	69,595	45,285	34,886
North Carolina	68,358	86,180	64,789	54,455	45,773	41,451	50,698
North Dakota	49,496	60,264	49,866	44,443	41,328	33,454	34,231
Ohio	67,867	85,160	62,248	50,103	35,535	---	---
Oklahoma	59,621	76,417	56,516	47,354	38,460	25,816	43,323
Oregon	60,258	79,068	60,856	49,396	37,127	27,488	34,105
Pennsylvania	61,819	92,979	68,565	51,890	38,673	39,747	42,715
Rhode Island	65,970	76,913	55,952	49,531	*	---	---
South Carolina	61,800	74,950	59,594	51,392	41,693	45,083	54,367
South Dakota	41,197	58,286	46,142	41,682	30,778	*	24,048
Tennessee	59,807	79,712	58,172	47,056	35,199	*	---
Texas	69,774	89,490	65,532	53,744	35,681	44,966	36,946
Utah	58,182	76,367	55,090	45,156	34,735	41,476	46,605
Vermont	46,026	61,365	46,904	33,302	*	39,095	*
Virginia	70,097	87,409	63,273	50,507	39,958	39,544	*
Washington	67,781	85,429	61,726	53,272	38,186	44,323	*
West Virginia	56,902	66,668	55,172	43,025	39,988	35,104	---
Wisconsin	66,269	78,500	61,923	53,905	39,369	43,030	---
Wyoming	58,567	68,555	49,662	47,170	---	37,210	---

---Data not applicable.

*Number of facultiy reported in this category were too small to yield reliable results.

SOURCE U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

Table 16.--Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in 2-year higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$40,228	$54,149	$47,915	$41,461	$34,877	$31,470	$39,167
Alabama	48,628	---	---	---	---	---	48,628
Alaska	26,228	---	---	---	---	---	26,228
Arizona	36,190	---	---	---	---	---	36,190
Arkansas	35,476	46,086	43,625	39,369	27,385	---	35,570
California	44,922	63,184	31,937	24,030	30,504	---	44,971
Colorado	34,544	42,027	*	---	---	---	34,459
Connecticut	45,775	*	44,868	41,100	---	---	---
Delaware	52,738	---	---	---	---	---	52,738
District of Colunbia	---	---	---	---	---	---	---
Florida	37,977	40,903	46,182	39,599	36,736	---	37,692
Georgia	43,410	59,487	49,805	41,975	36,933	---	42,838
Hawaii	51,010	65,697	55,802	51,862	45,174	---	---
Idaho	39,537	44,768	38,447	36,517	35,768	---	47,959
Illinois	31,789	---	*	*	---	---	31,797
Indiana	46,765	70,070	*	49,149	---	---	37,758
Iowa	42,398	48,535	40,745	36,439	37,839	---	42,284
Kansas	31,841	---	---	---	---	---	31,841
Kentucky	33,195	50,491	35,132	30,838	34,657	*	24,842
Louisiana	36,732	*	48,013	40,575	35,131	---	22,481
Maine	31,127	22,332	*	26,754	23,671	---	36,038
Maryland	46,283	64,697	53,216	42,212	34,787	---	30,617
Massachusetts	28,690	---	---	---	---	---	28,690
Michigan	49,973	59,065	51,286	46,303	41,405	38,682	49,323
Minnesota	37,380	37,726	---	52,060	30,926	---	38,232
Mississippi	38,484	*	27,015	*	*	---	38,645
Missouri	33,572	*	---	42,005	34,508	16,808	33,550
Montana	31,171	---	---	---	---	---	31,171
Nebraska	36,894	37,454	*	34,785	28,376	---	36,967
Nevada	46,577	48,299	---	---	48,100	---	41,549
New Hampshire	39,699	45,925	40,478	33,481	25,063	---	23,398
New Jersey	53,714	73,620	66,118	48,841	40,543	34,821	38,573
New Mexico	38,446	35,440	46,284	39,317	38,472	41,435	38,526
New York	37,443	50,147	42,039	35,932	27,743	41,144	37,283
North Carolina	39,496	---	---	---	---	---	39,496
North Dakota	35,042	*	44,430	42,042	27,863	19,007	25,216
Ohio	39,444	50,983	45,853	40,050	26,633	6,438	40,693
Oklahoma	32,745	44,877	42,237	43,987	37,071	---	29,054
Oregon	41,733	53,655	*	---	37,708	---	40,877
Pennsylvania	33,578	68,650	49,854	39,097	35,190	32,929	30,442
Rhode Island	44,177	51,839	50,957	44,441	35,273	---	---
South Carolina	34,113	62,231	46,729	47,442	32,666	41,343	31,612
South Dakota	---	---	---	---	---	---	---
Tennessee	41,403	57,738	48,326	41,647	35,270	---	27,278
Texas	40,931	54,459	46,064	41,382	35,872	30,599	39,987
Utah	34,404	---	---	*	34,577	---	34,179
Vermont	27,809	*	36,473	29,591	23,695	---	---
Virginia	34,390	48,736	38,688	40,165	33,116	24,676	29,645
Washington	34,566	---	---	---	---	---	34,566
West Virginia	30,651	44,557	34,640	*	*	---	25,896
Wisconsin	48,592	---	*	---	---	---	48,575
Wyoming	33,564	42,356	*	39,681	32,773	---	32,306

---Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

Table 16a.--Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in 2-year public higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$42,612	$55,303	$50,447	$43,342	$37,432	$33,737	$41,526
Alabama	49,787	---	---	---	---	---	49,787
Alaska	---	---	---	---	---	---	---
Arizona	37,489	---	---	---	---	---	37,489
Arkansas	39,021	46,086	43,625	39,369	30,883	---	39,367
California	54,766	60,635	*	---	---	---	54,541
Colorado	36,396	42,027	*	---	---	---	36,333
Connecticut	---	---	---	---	---	---	---
Delaware	52,738	---	---	---	---	---	52,738
District of Columbia	---	---	---	---	---	---	---
Florida	42,108	42,047	46,182	39,599	38,428	---	42,573
Georgia	44,231	60,633	51,211	43,183	37,975	---	43,610
Hawaii	51,010	65,697	55,802	51,862	45,174	---	---
Idaho	39,537	44,768	38,447	36,517	35,768	---	47,959
Illinois	34,217	---	---	---	---	---	34,217
Indiana	55,093	70,070	*	49,149	---	---	45,463
Iowa	42,626	48,445	40,745	36,439	37,839	---	42,648
Kansas	31,863	---	---	---	---	---	31,863
Kentucky	43,873	51,817	40,503	38,222	38,828	---	---
Louisiana	40,621	---	48,013	39,728	35,116	---	---
Maine	38,575	---	---	---	---	---	38,575
Maryland	50,042	64,697	53,216	42,212	34,787	---	*
Massachusetts	33,763	---	---	---	---	---	33,763
Michigan	51,269	59,065	55,020	48,285	43,226	38,682	49,429
Minnesota	40,550	30,792	---	---	---	---	40,726
Mississippi	38,645	---	---	---	---	---	38,645
Missouri	36,291	*	---	42,005	34,508	16,808	37,069
Montana	31,171	---	---	---	---	---	31,171
Nebraska	38,340	37,454	*	34,785	28,376	---	38,482
Nevada	46,577	48,299	---	---	48,100	---	41,549
New Hampshire	42,586	46,576	40,334	36,704	30,150	---	---
New Jersey	59,660	83,447	70,921	52,248	40,543	34,821	47,320
New Mexico	39,153	35,440	46,284	39,317	38,472	41,435	39,391
New York	55,910	73,697	55,389	49,404	*	41,144	---
North Carolina	39,544	---	---	---	---	---	39,544
North Dakota	35,042	*	44,430	42,042	27,863	19,007	25,216
Ohio	45,238	54,073	47,835	42,027	35,675	---	46,015
Oklahoma	39,176	44,487	43,278	44,632	37,580	---	37,022
Oregon	44,264	53,655	*	---	37,708	---	43,707
Pennsylvania	45,845	68,650	55,366	43,360	37,637	32,929	*
Rhode Island	44,782	51,839	---	34,901	---	---	---
South Carolina	40,455	62,231	46,729	47,442	32,666	41,343	38,569
South Dakota	---	---	---	---	---	---	---
Tennessee	43,672	58,785	48,326	41,647	35,270	---	36,367
Texas	41,646	54,459	46,064	41,382	35,872	30,599	40,898
Utah	41,891	---	---	*	34,577	---	46,021
Vermont	---	---	---	---	---	---	---
Virginia	45,273	53,518	*	44,427	39,151	---	---
Washington	40,450	---	---	---	---	---	40,450
West Virginia	38,892	43,486	*	*	*	---	---
Wisconsin	51,289	---	*	---	---	---	51,282
Wyoming	40,333	42,356	*	39,681	32,773	---	41,464

---Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

Table 17.--Average salaries for male full-time instructional faculty, on 11- and 12-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$61,583	$79,966	$61,308	$52,051	$43,533	$42,757	$40,069
Alabama	60,789	73,369	56,306	48,115	32,690	39,541	48,622
Alaska	70,707	88,115	63,744	54,580	45,965	---	40,561
Arizona	58,737	76,280	56,625	40,749	27,880	32,742	32,657
Arkansas	57,561	70,596	54,987	48,949	35,836	---	39,625
California	66,329	83,557	60,129	48,138	37,808	52,011	43,695
Colorado	79,934	104,531	84,103	76,622	67,210	40,950	35,935
Connecticut	71,775	97,359	63,644	51,041	---	*	63,459
Delaware	63,901	88,513	62,809	41,812	38,987	*	52,261
District of Columbia	64,280	76,964	57,412	49,920	45,020	*	56,769
Florida	56,536	72,216	55,173	47,135	36,994	37,379	36,409
Georgia	59,994	81,897	60,852	49,458	38,200	46,729	42,504
Hawaii	59,995	73,245	62,122	46,140	35,255	---	---
Idaho	54,767	68,548	52,367	45,455	38,790	---	44,537
Illinois	62,943	78,804	61,576	50,809	31,593	49,865	44,640
Indiana	69,305	84,349	58,977	51,017	42,501	36,628	23,886
Iowa	60,014	79,222	60,680	49,624	40,482	*	42,480
Kansas	59,115	70,490	57,863	49,417	38,635	*	32,457
Kentucky	62,838	73,102	60,450	48,166	29,021	36,126	27,661
Louisiana	62,437	78,986	59,332	51,579	35,541	---	24,480
Maine	52,484	67,890	47,477	41,395	28,666	*	38,281
Maryland	72,606	93,878	67,260	54,873	42,121	49,055	46,341
Massachusetts	67,636	92,148	60,315	50,205	39,416	40,398	37,446
Michigan	65,841	80,218	60,024	50,694	38,841	51,165	46,977
Minnesota	51,877	61,979	55,740	48,597	32,976	---	39,301
Mississippi	57,151	72,826	58,726	50,289	35,285	---	40,170
Missouri	60,450	76,665	59,962	45,844	35,216	34,699	36,141
Montana	57,404	65,780	54,253	47,948	---	*	32,810
Nebraska	55,132	75,304	59,911	46,042	36,807	---	37,533
Nevada	59,138	68,284	58,969	47,878	43,416	*	48,348
New Hampshire	47,395	55,569	50,943	36,872	31,649	---	34,740
New Jersey	75,883	91,300	75,308	56,795	41,531	52,208	51,813
New Mexico	49,483	67,041	56,884	44,523	38,582	46,610	39,003
New York	67,266	87,945	69,009	57,692	62,841	40,117	36,371
North Carolina	50,614	84,099	62,304	51,503	36,614	43,034	40,923
North Dakota	49,626	60,256	49,878	43,793	35,987	33,622	36,587
Ohio	60,338	76,801	60,252	49,140	31,067	14,870	42,791
Oklahoma	55,108	75,386	56,680	47,744	36,824	25,736	30,187
Oregon	60,186	78,363	58,762	48,430	35,113	30,690	37,717
Pennsylvania	57,910	88,627	67,755	50,756	39,645	43,122	33,571
Rhode Island	59,948	77,209	54,055	47,098	38,108	---	---
South Carolina	55,665	69,263	53,992	50,673	42,992	46,391	29,202
South Dakota	44,521	56,417	45,863	42,802	32,141	*	27,842
Tennessee	61,025	71,821	56,268	57,688	41,720	46,203	69,862
Texas	58,607	81,106	62,192	50,910	34,646	47,857	39,741
Utah	64,436	77,491	55,455	45,710	37,616	*	49,872
Vermont	42,995	57,400	44,272	32,936	25,218	*	38,553
Virginia	68,683	85,275	62,075	48,981	41,844	47,892	30,787
Washington	65,674	83,681	62,323	53,005	37,680	46,062	36,073
West Virginia	53,323	65,259	51,250	38,033	33,027	40,844	30,077
Wisconsin	61,401	80,045	66,424	52,024	37,774	45,477	49,262
Wyoming	50,309	68,206	50,093	42,617	*	38,393	31,823

---Data not applicable.

Number of faculty reported in this category were to small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

BEST COPY AVAILABLE

Table 18.--Average salaries for female full-time instructional faculty, on 11- and 12-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$48,052	$68,225	$56,152	$48,335	$38,692	$37,651	$38,468
Alabama	49,394	65,627	52,691	44,789	33,793	32,048	47,414
Alaska	53,514	74,834	61,828	49,301	43,676	—	29,540
Arizona	49,663	72,357	55,093	43,522	29,199	29,333	32,650
Arkansas	44,318	62,303	54,873	45,256	33,356	—	32,886
California	52,713	70,024	55,654	47,835	40,392	47,307	41,167
Colorado	55,905	88,765	72,068	66,784	50,832	29,090	33,131
Connecticut	55,301	79,622	58,387	50,385	38,473	52,617	55,817
Delaware	49,616	62,737	57,125	35,570	36,393	—	53,324
District of Columbia	52,996	69,013	53,694	45,709	46,481	37,296	67,982
Florida	46,056	62,114	54,798	46,958	36,655	34,700	35,037
Georgia	46,885	63,895	59,710	45,949	34,034	—	42,164
Hawaii	48,097	71,692	55,834	47,729	38,963	—	—
Idaho	43,961	54,506	51,141	46,409	36,652	—	37,076
Illinois	50,376	68,839	57,296	48,062	35,204	36,578	39,360
Indiana	46,831	69,300	53,955	43,402	36,883	32,441	33,121
Iowa	46,848	58,872	56,273	45,442	39,003	—	40,847
Kansas	46,383	64,875	52,634	44,191	40,330	37,390	31,211
Kentucky	49,645	64,422	54,002	46,694	34,611	29,865	25,859
Louisiana	49,192	67,711	54,797	51,516	36,622	*	24,110
Maine	41,218	45,761	50,029	37,949	34,527	—	34,692
Maryland	53,769	81,993	59,402	50,510	43,438	36,566	43,126
Massachusetts	45,636	62,482	53,281	44,598	35,545	41,406	30,405
Michigan	52,335	70,517	55,267	47,663	39,396	41,515	46,306
Minnesota	43,994	60,421	54,913	43,775	28,472	—	34,536
Mississippi	43,967	61,194	56,231	47,176	37,418	*	36,967
Missouri	44,401	62,570	53,964	46,046	39,798	23,141	32,668
Montana	38,763	58,117	57,928	41,317	*	—	32,028
Nebraska	43,840	67,743	55,560	46,454	35,769	*	35,914
Nevada	50,287	53,960	62,138	44,519	44,598	*	38,150
New Hampshire	38,722	49,931	41,106	33,648	31,723	*	33,854
New Jersey	56,614	84,739	70,394	53,970	40,281	34,094	38,528
New Mexico	40,818	48,566	53,481	44,270	39,337	*	37,880
New York	54,549	78,017	60,066	55,105	46,489	40,286	39,187
North Carolina	41,735	74,485	60,060	49,578	35,457	39,788	38,367
North Dakota	37,874	55,774	45,357	44,105	32,495	28,731	30,220
Ohio	47,178	67,543	54,028	43,880	34,613	*	41,747
Oklahoma	46,286	64,406	53,662	45,069	38,356	25,834	36,829
Oregon	47,463	69,399	55,552	43,986	37,729	*	35,102
Pennsylvania	44,928	78,146	58,211	46,962	39,493	33,359	30,802
Rhode Island	51,714	64,101	60,890	42,774	31,546	—	—
South Carolina	50,454	70,487	53,950	45,508	37,617	41,115	40,658
South Dakota	33,543	56,573	43,845	38,865	29,681	—	18,458
Tennessee	47,442	65,885	50,517	47,913	39,528	41,848	32,345
Texas	45,909	63,912	54,176	46,444	34,863	34,921	40,118
Utah	45,653	65,452	49,450	40,469	33,918	39,780	35,465
Vermont	36,041	61,906	44,008	33,125	22,744	36,204	36,358
Virginia	49,705	73,655	58,920	45,812	35,578	32,589	24,530
Washington	50,443	67,660	55,842	48,431	35,505	42,541	34,778
West Virginia	41,944	54,589	51,594	43,121	31,658	31,660	30,761
Wisconsin	52,122	70,656	59,080	49,865	38,003	37,523	47,161
Wyoming	44,038	56,374	46,815	49,961	33,661	35,139	35,416

—Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

BEST COPY AVAILABLE

Table 19.--Number of full-time instructional faculty, on 11- and 12-month contracts, in higher education institutions, by academic rank and state: Academic year 1995-96

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	66,559	19,468	13,466	12,565	4,722	1,155	15,183
Alabama	1,774	594	434	371	65	16	294
Alaska	264	100	78	47	9	0	30
Arizona	652	282	124	56	35	16	139
Arkansas	788	279	138	140	128	0	103
California	3,788	1,514	682	725	91	69	707
Colorado	1,734	410	316	416	238	13	341
Connecticut	130	28	33	45	4	6	14
Delaware	259	59	55	44	13	*	87
District of Columbia	303	100	87	69	11	4	32
Florida	3,265	1,019	739	607	293	43	564
Georgia	3,575	905	564	464	189	4	1,449
Hawaii	468	133	118	102	115	0	0
Idaho	327	114	64	50	69	0	30
Illinois	2,071	680	466	373	90	21	441
Indiana	1,168	507	310	181	37	46	87
Iowa	1,343	395	244	208	95	*	400
Kansas	640	215	165	121	47	11	81
Kentucky	1,072	489	297	154	24	15	93
Louisiana	1,805	588	424	488	235	*	69
Maine	296	81	83	84	15	*	32
Maryland	1,491	478	362	279	123	24	225
Massachusetts	1,118	351	267	198	51	74	177
Michigan	2,389	916	529	437	140	74	293
Minnesota	892	276	174	145	49	0	248
Mississippi	1,131	338	183	148	41	*	420
Missouri	1,385	442	304	272	123	9	235
Montana	105	42	23	12	*	*	28
Nebraska	1,133	264	249	172	51	*	396
Nevada	129	54	27	17	20	2	9
New Hampshire	248	91	45	30	23	*	58
New Jersey	923	336	213	185	84	26	79
New Mexico	579	125	46	59	20	6	323
New York	6,349	1,436	1,305	2,117	693	157	641
North Carolina	4,624	527	350	256	39	78	3,374
North Dakota	357	102	85	83	38	33	16
Ohio	1,978	584	472	348	132	8	434
Oklahoma	1,088	341	199	210	75	16	247
Oregon	678	214	169	113	49	5	128
Pennsylvania	2,249	415	415	486	255	74	604
Rhode Island	226	82	51	76	17	0	0
South Carolina	768	257	204	113	48	41	105
South Dakota	212	57	42	41	24	*	47
Tennessee	1,576	414	410	442	231	10	69
Texas	4,439	1,119	794	739	329	76	1,382
Utah	715	310	187	126	35	5	52
Vermont	230	42	56	72	30	10	20
Virginia	1,537	601	419	278	103	41	95
Washington	1,051	386	228	178	28	81	150
West Virginia	412	154	89	82	46	8	33
Wisconsin	654	159	120	93	17	13	252
Wyoming	171	63	28	13	4	11	52

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1995-96" survey.

Appendix A

Salary Survey Description

Introduction

Salary data were requested from 3,842 postsecondary institutions in 1995. The Salary universe was developed by selecting from the 1995-96 Institutional Characteristics (IC) Universe I: all accredited higher education institutions (including the accredited less-than-2-year institutions) and non-accredited institutions that grant bachelor's, master's, doctoral, and first-professional degrees. None of the institutions that were sent a salary survey had responded positively to any of the exclusion questions on the IC form. The survey form was the same for all institutions surveyed[1]. Part A requests total salary outlays (in whole dollars), the total number of full-time instructional faculty that were paid those outlays, and the number of those faculty that have tenure, who are on tenure track, and the number not on tenure track. These data were collected by rank (professor, associate professor, assistant professor, instructor, lecturer, and no academic rank) and by gender (men and women), and by length of contract (9/10 - month and 11/12 - month contracts). In addition, data on salary outlays, total number, and tenure status were collected for full-time faculty on contract schedules other than 9/10 and 11/12 months although these data were not collected by rank or by gender.

Fringe benefits data (Part B of the survey form) were collected for those full-time instructional faculty reported in Part A. Fringe benefits expenditures (in whole dollars) and the number of full-time faculty covered, by length of contract (9/10 and 11/12- month contracts), were collected for the following benefits plans:

1. Retirement plans (other than Social Security)
2. Medical/dental plans
3. Group life insurance
4. Other insurance benefits (Cafeteria Plan, etc.)
5. Guaranteed disability income protection
6. Tuition plans (dependents only) restricted/unrestricted
7. Housing plan -- restricted/unrestricted
8. Social Security taxes
9. Unemployment compensation
10. Worker's compensation
11. Other benefits in kind with cash options

[1]The previous years' data were collected and handled in the same manner. See previous years' reports for more detailed information (NCES publications 1989-90 through 1994-95).

Appendix B

Salary Survey Methodology

Overview

The Salary survey is an annual survey which was mailed to 3,842 institutions in 1994-95. 2,355 were sent to 4-year institutions. 1,451 were sent to 2-year institutions. 36 were sent to less-than-2-year institutions.

The salary universe was developed by selecting from the 1994-95 institutional characteristics (IC) Universe I: all accredited higher education institutions (including the accredited less-than-2-year institutions) and non-accredited institutions that grant bachelor's, master's, doctoral, and first-professional degrees. None of the institutions that were sent a salary survey file had responded positively to any of the exclusion questions on the IC form. The exclusions are:

a. All of the instructional faculty are employed on a part-time basis

b. All of the instructional faculty are military personnel

c. All of the instructional faculty contribute their services (e.g., are members of a religious order)

d. All of the instructional faculty teach preclinical or clinical medicine

Salary Data Base Composition

The forms were mailed in July 1995. The survey results were collected from November 15, 1995 through April 15, 1996. During this time period some institutions were added to the universe and other institutions were deleted. The deletions (out-of-scope) were received through formal notification from IPEDS state coordinators, the Department of Education eligibility notices, and from follow-up telephone calls. They included schools that had closed, did not offer postsecondary programs, or were duplicated in the file.

The overall response rate was calculated as the ratio of the number of completed questionnaires divided by the number of schools in the final universe. The final universe is derived by subtracting the number of institutions determined to be out-of-scope from the number of surveys mailed and adding in schools new to the universe. A summary of the universe is provided below:

TABLE B-1: SALARIES SURVEY RESPONSE TOTALS

Level	Mailed	Universe	Response	Response Rate
Total	3,842	3,782	3,479	92.0
4-year	2,355	2,347	2,130	90.8
Public	606	609	598	98.2
Nonprofit	1,628	1,612	1,427	88.5
For-profit	121	126	105	83.3
2-year	1,451	1,407	1,332	94.7
Public	1,049	1,042	1,014	97.3
Nonprofit	175	167	150	89.8
For-profit	227	198	168	84.8
Less-than-2-year	36	28	17	60.7
Public	0	1	1	100.0
Nonprofit	6	4	4	100.0
For-profit	30	23	12	52.2

Data Management

Follow-up for nonresponse was started on January 9, 1995 by telephone and letter. Data were edited for major reporting and processing errors. Generated totals were compared to the reported totals. If these were within an acceptable range, the generated totals replaced the reported totals; otherwise, institutions were contacted to resolve the discrepancies. Data were also checked for consistency with prior year responses. Data were imputed for total nonresponding institutions.

Imputations

Partially responding Institutions

In 1995-96, the missing data items were resolved during telephone follow-up with the institutions.

Total nonresponding Institutions

Imputation procedures used for nonresponding institutions were as follows:

I. Imputation groups used to impute 1995-96 Salary data.

1. All responding institutions were grouped into IPEDS sectors and BEA Region[2]. If any group had fewer than 20 institutions, it was merged with the adjacent BEA Region.

2. Sectors 1 and 2 (4-year public and private nonprofit institutions) were further disaggregated into:

   (a) schools granting 30 or more doctoral degrees;
   (b) schools granting 30 or more postbaccalaureate degrees, but not 30 or more doctoral degrees; and
   (c) all other schools (including schools with no Completions data).

3. Sectors 3, 6, and 9 (4-year, 2-year and less-than-2-year private for-profit institutions), were considered one imputation group.

4. Sectors 4 and 7 (2-year and less-than-2-year public institutions) were considered one imputation group.

5. Sectors 5 and 8 (2-year and less-than-2-year private non-profit institutions) were considered one imputation group.

II. For institutions that responded in 1994-95 and not in 1995-96, the following method was used:

A. A group ratio of 1995 data to 1994 data for salary outlays was calculated for institutions responding in both 1994-95 and 1995-96. For each 1995-96 nonrespondent institution, the group ratio was multiplied by the institution's reported 1994-95 data to get an estimate for 1995-96 salary outlays.

B. For all the reporting schools in each of the identified groups, the ratio or the average number of full-time instructional faculty (9/10, 11/12 and other summed) per full-time-equivalent student (FTE) was computed (This was done for both the current and prior years). FTE was calculated by taking all of the full-time students plus one third of the part-time students as reported in the

[2]Bureau of Economic Analysis.

IPEDS Fall Enrollment survey.

C. The FTE enrollment for the nonresponding institutions was obtained from the IPEDS Fall Enrollment survey.

D. The average number of full-time instructional faculty per FTE for the sector was then multiplied by the FTE of the non-responding institution. This yielded an estimate of the number of full-time instructional faculty for the nonresponding school.

E. To distribute the estimated total number of full-time instructional faculty across the various academic ranks, the total full-time faculty from each school's prior year Salary report was computed. The total full-time faculty equals the sum of rows 15, 30 and 31 in column 4 of the Salary form.

F. Each institution's ratio of total full-time faculty to FTE for the prior year was computed. The prior year faculty to FTE ratio was then multiplied by the current year's FTE to obtain the imputation factor for the current years's total full-time faculty.

G. To compute the imputations for the nonsummary cells in columns 1-3, each cell in columns 1-3 in the institutions prior year Salary report was multiplied by the factor computed in Step F.

H. The imputations were rounded to units and details were added to obtain imputations for the nonsummary cell in column 4 and then for summary cells in columns 1-4.

I. The prior year salary/faculty ratios were multiplied by the corresponding nonsummary faculty imputations in column 4 to obtain interim salary imputations for nonsummary cells. Details were then added to obtain interim salary imputations for summary cells.

J. Final imputations were obtained by multiplying each interim salary imputation computed in Step I by the group ratio of current year average salary to prior year average salary computed in Step A.

III. For nonresponding institutions that reported Salary data in the prior year but are not the Fall enrollment file in either the Current or prior year, the prior year's response was used as final imputed values for columns 1-4 and interim imputes for column 5. To obtain the final imputed values for column 5, the interim figures were multiplied by the group ratio of the current year average salary to prior year average salary.

IV. The imputation method below was used for nonresponding institutions **without** prior year Salary data, but with data on the Fall Enrollment file:

A. Using institutions that reported data for both Salary and Fall Enrollment, the following aggregates were computed:

1. The aggregate FTE on the Fall Enrollment file;

2. The aggregate for each cell of Part A on the Salary survey;

3. The total full-time faculty - men plus women for all contract lengths. (Column 4, rows 15 + 30 + 31).

B. The group average for each cell on the Salary form was computed by dividing the cell aggregate by the number of institutions in the group.

C. The group ratio of aggregate total full-time faculty from Step A-3 was compared to the aggregate full-time-equivalent enrollment from Step A-1.

D. A group mean of total full-time faculty was computed by dividing the aggregate total full-time faculty from Step A-3 by the number of institutions in the group.

E. The FTE for each nonresponding institution was obtained from the Fall Enrollment Survey.

F. The imputation for the total full-time faculty for each nonresponding institution was calculated, by multiplying the group ratio of aggregate total full-time faculty to aggregate full-time-equivalent enrollment (Step C) by each nonreponding institution's FTE (Step E).

G. The ratio of the imputed total full-time faculty in the nonresponding institution from Step F was computed to the group mean total full-time faculty from Step D.

H. The ratio of the imputed total full-time faculty in the nonresponding school to the group mean total full-time faculty was multiplied by the group average for each nonsummary cell in column 1- 3 (Step B) to obtain faculty imputations for the nonresponding institution.

I. The imputations were rounded to units and added to obtain imputations for nonsummary cells in column 4 and then for summary cells in columns 1-4 for the nonresponding institutions.

J. For each nonsummary line group means (Step B), the ratio of salary to faculty was computed.

K. The group mean salary/faculty ratios was multiplied by the corresponding nonsummary faculty imputations in column 4 for the nonresponding school to obtain salary imputations for nonsummary cells. The details were added to obtain salary imputations for summary cells.

V. For totally nonresponding institutions, without prior year Salary data, and no Fall Enrollment data, group means were imputed.

VI. Part B was not imputed for any nonresponding institution.

Acknowledgments

The author appreciates the reviewers of this E.D. TABS: Ernst Benjamin, American Association of University Professors; and Thomas D. Snyder and Summer D. Whitener, National Center for Education Statistics. The author also wishes to thank Brenda M. Wade and Sharon Nelson for Technical support.

OMB No. 1850-0582: Approval Expires 04/30/98

FORM **IPEDS-SA**
(6-1-95)

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
ACTING AS COLLECTING AGENT FOR THE
U.S. DEPARTMENT OF EDUCATION
NATIONAL CENTER FOR EDUCATION STATISTICS

INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY SURVEY 1995–96

***Please read** the accompanying instructions before completing this survey form. Report data ONLY for the institution in the address label. If data for any other institutions or branch campuses are included in this report because they CANNOT be reported separately, please provide a list of these schools.*

NOTE – The completion of this survey, in a timely and accurate manner, is **MANDATORY** for all institutions which participate or are applicants for participation in any Federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended. The completion of this survey is mandated by 20 U.S.C. 1094(a)(17).

For those institutions not required to complete this survey on the basis of the above requirements, the completion of this survey is voluntary and authorized by P.L. 103-382, National Education Statistics Act of 1994, Sec. 404(a).

The time required to complete this information collection is estimated to vary from 30 minutes to 8.0 hours per response, with an average of 5.0 hours, including the time to review instructions, search existing data resources, gather and maintain the data needed, and complete and review the information collection. **If you have any comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to:** U.S. Department of Education, Information Management Team, Washington, DC 20202-4652. **If you have any comments or concerns regarding the status of *your individual submission* of this form, write directly to: National Center for Education Statistics/IPEDS**
U.S. Department of Education
555 New Jersey Avenue, NW
Washington, DC 20208-5652

Please correct any errors in the name, address, and ZIP Code.

If there are any questions about this form, contact a Bureau of the Census IPEDS representative at (800) 622-6193 or FAX number (301) 457-1542.

RETURN TO

Date due: November 15, 1995

1. Name of respondent	**2.** Title of respondent	**3.** Telephone *(Area code, number, ext.)*

If this survey is not applicable to your institution because any of the exclusions cited here embrace all of your instructional faculty, mark (X) the appropriate box and return the survey form. →

- ☐ All of the instructional faculty at this institution are employed on a part-time basis
- ☐ All of the instructional faculty at this institution are military personnel
- ☐ All of the instructional faculty at this institution contribute their services (e.g., members of a religious order)
- ☐ All of the instructional faculty at this institution teach preclinical or clinical medicine

PURPOSE OF THE SURVEY

The primary purpose of this survey is to collect data on the salaries, tenure, and fringe benefits of full-time instructional faculty by contract length, sex, and academic rank; to analyze, from a national perspective, the number and tenure status of faculty members in relation to the number of enrollments and degrees granted for an indication of manpower demand; and to evaluate faculty compensation in relation to institutional financial resources for an indication of the economic status of institutions and of the teaching profession. The survey is being conducted in compliance with the Center's mission "to collect, analyze, and disseminate statistics and other information related to education in the United States . . . ," (P.L. 103-382 National Education Statistics Act of 1994, Sec. 404(a)).

USES OF DATA

These data are used by postsecondary institutions to establish competitive compensation packages; by State agencies to determine budgets for State-supported institutions and to make comparative studies with other States; by Federal agencies to analyze the teaching profession as a whole, to contribute to occupational forecasting, and to develop financial indicators relating to postsecondary education; and by professional and educational associations to evaluate the differences in salaries between men and women, and the general status of the profession.

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary education institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

BEST COPY AVAILABLE

Changes from the 1994 form for

1995 Salaries, Tensure and Fringe Benefits of Full-Time Instructional Faculty

The definition for Part B, Line 36, "Other Insurance Benefits" has been added.

IPEDS-SA(F) (6-95)

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
ACTING AS COLLECTING AGENT FOR THE
U.S. DEPARTMENT OF EDUCATION
NATIONAL CENTER FOR EDUCATION STATISTICS

COMBINED DATA FOR MORE THAN ONE INSTITUTION OR BRANCH

Note: If the institution or administrative unit named on this report is including Salaries survey data for other institutions or branches in this report, list the following information for the additional institutions or branches.

If information has been preprinted (based on last year's report) — *Verify that the information is correct for the current year. Please make any corrections in RED.*

UNITID	Institution name	Address	City	State	ZIP Code

Notes *(Reference part, line, and column)*

41

42

SA

Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1995—96

Line No.	Sex and academic rank	Number of faculty with tenure (1)	Number of nontenured faculty: Those on tenure track (2)	Number of nontenured faculty: Those not on tenure track (3)	Total number of faculty *(Sum of columns 1—3)* (4)	**TOTAL SALARY OUTLAY** *(In whole dollars)* (5)
	I. FACULTY ON 9/10-MONTH SALARY CONTRACTS					
	(a) MEN					
01	Professors					$
02	Associate professors					
03	Assistant professors					
04	Instructors					
05	Lecturers					
06	No academic rank*					
07	**TOTAL MEN** *(Sum of lines 1—6)*					$
	(b) WOMEN					
08	Professors					$
09	Associate professors					
10	Assistant professors					
11	Instructors					
12	Lecturers					
13	No academic rank*					
14	**TOTAL WOMEN** *(Sum of lines 8—13)*					$
15	**TOTAL FACULTY ON 9/10-MONTH SALARY CONTRACTS** *(Sum of lines 7 + 14)*					$

*Institutions without standard academic ranks should report full time faculty here.

Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1995—96 — Continued

Line No.	Sex and academic rank	Number of faculty with tenure (1)	Number of nontenured faculty: Those on tenure track (2)	Number of nontenured faculty: Those not on tenure track (3)	Total number of faculty *(Sum of columns 1—3)* (4)	TOTAL SALARY OUTLAY *(In whole dollars)* (5)
	II. FACULTY ON 11/12-MONTH SALARY CONTRACTS					
	(a) MEN					
16	Professors					$
17	Associate professors					
18	Assistant professors					
19	Instructors					
20	Lecturers					
21	No academic rank*					
22	**TOTAL MEN** *(Sum of lines 16—21)*					$
	(b) WOMEN					
23	Professors					$
24	Associate professors					
25	Assistant professors					
26	Instructors					
27	Lecturers					
28	No academic rank*					
29	**TOTAL WOMEN** *(Sum of lines 23—28)*					$
30	**TOTAL FACULTY ON 11/12-MONTH SALARY CONTRACTS** *(Sum of lines 22 + 29)*					$
31	**III. FACULTY ON LESS THAN 9/10-MONTH SALARY CONTRACTS, TOTAL MEN AND WOMEN**					$

*Institutions without standard academic ranks should report full-time faculty here.

Part B – FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10 MONTH AND 11/12 MONTH SALARY CONTRACTS, ACADEMIC YEAR 1995–96

Line No.	Fringe benefits	Faculty on 9/10-month contracts		Faculty on 11/12-month contracts	
		Expenditures *(In whole dollars)* (1)	Number covered (2)	Expenditures *(In whole dollars)* (3)	Number covered (4)
32	Retirement plans (other than Social Security) Vested within 5 years	$		$	
33	Vested after 5 years				
34	Medical /Dental plans				
35	Group Life Insurance				
36	Other Insurance Benefits *(Cafeteria Plan, etc.)*				
37	Guaranteed Disability income protection				
38	Tuition plan *(Dependents only)* Restricted – *Mark (X) one box* 1☐Yes 2☐No				
39	Housing plan Restricted – *Mark (X) one box* 1☐Yes 2☐No				
40	Social Security Taxes				
41	Unemployment Compensation				
42	Worker's Compensation				
43	Other Benefits in kind with cash options				
44	**TOTAL**	$		$	

GENERAL INSTRUCTIONS — SA

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

INSTITUTIONAL IDENTIFICATION

In the space provided on the front page of this report make any necessary corrections to the preprinted address information. Also, enter the name, title, area code and telephone number of the person responsible for completing the report.

Exclusions from reporting — This report may not be applicable to your institution because ALL of your instructional faculty embrace one of the exclusion categories listed on page 1 of the survey form. If this is the case, mark (X) the appropriate category and return the form.

PERIOD OF REPORT

This report requests data on full-time instructional faculty employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1995.

PART A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1995-96

General instructions for Part A — Sections I, II, and III — The following general instructions apply to all Part A — Sections I, II, and III. (Instructions related to a specific contract length only (9/10-month, 11/12-month, or other than 9/10-month and 11/12-month) are provided in Part A, Sections I, II, and III.)

In reporting instructional faculty, include only those members of the Instruction/Research staff who are employed full time (as defined by the institution) and whose major (more than 50%) regular assignment is instruction, including those with released time for research. Also included in this category are —

- Full-time instructional faculty on sabbatical leave. Report such faculty at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave.
- Full-time replacements for instructional faculty on leave without pay.
- Chairs of departments (if they have no other administrative title and hold a full-time faculty rank). Report such faculty at their contracted faculty salary.

In reporting instructional faculty, the following apply —

- Additional stipends for administrative, managerial, or other responsibilities should NOT be included in the salary calculation.
- When reporting instructional faculty by academic rank, use the institution's designations. Institutions without standard academic ranks should report all faculty in the category of "No Academic Rank".
- When reporting tenure status, use the institution's criteria or requirements for tenure.
- Instructional faculty should be reported as having 9/10-month, 11/12-month, or other than 9/10-month and 11/12-month salary contracts on the basis of the contracted (teaching) period, not on the basis of the number of installments in which salaries are paid.

Do not report the following instructional faculty —

- Replacements for instructional faculty on sabbatical leave.
- Instructional faculty on leave without pay.
- Instructional faculty for preclinical and clinical medicine.* (**NOTE** — Instructional faculty in all other fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc., should be reported.)
- Instructional faculty who are employed on a part-time basis.*
- Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions.*
- Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees.*
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction.
- Undergraduate or graduate students who assist in the instruction of courses, but have titles such as graduate or teaching assistant, teaching associate, teaching fellow, etc.

INSTRUCTIONS FOR COMPLETING THIS FORM

PART A — Salary Contract Lengths

Sections I, II, and III of this part provide instructions related to 9/10-month, 11/12-month, or less than 9/10-month salary contracts.

Part A, Section I: Full-time faculty on 9/10-month salary contracts — Also read the general instructions above before completing this part of the survey form.

The term, 9/10-month salary contract, applies to instructional faculty who teach 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

Column (1) — Faculty with Tenure — For each line report the number of full-time instructional faculty with tenure.

Column (2) — Non-tenured Faculty on Tenure Track — For each line, report the number of full-time instructional faculty who are non-tenured but are in positions which lead to consideration for tenure.

Column (3) — Non-tenured Faculty Not on Tenure Track — For each line, report the number of full-time instructional faculty who are non-tenured and are **not** in positions which lead to consideration for tenure. Also report all full-time instructional faculty for each line if the institution does not recognize tenure.

Column (4) — Total Number of Faculty — For each line, report the sum of columns (1), (2), and (3).

Column (5) — Total Salary Outlay — For each line, report to the nearest whole dollar the total salary outlay for those faculty reported in column (4).

---

*If this statement applies to ALL instructional faculty at your institution, mark (X) the appropriate exclusion category listed on page 1 of this survey form and return the form.

REMOVE INSTRUCTIONS BEFORE MAILING AND RETAIN FOR YOUR FILES.

PART A — SALARY CONTRACT LENGTHS — Continued

Part A, Section II: Full-time faculty on 11/12-Month Salary Contracts — Also read the general instructions on the preceding page for Part A before completing this part of the survey form.

The term, 11/12-month salary contract, applies to instructional faculty employed for the entire year. These faculty members are usually employed for 11 months of teaching.

Follow directions for Part A, Section I for reporting data in columns (1) through (5).

Part A, Section III: Full-time faculty on less than 9/10-month salary contracts — Also read the general instructions Part A on page 1 before completing this part of the survey form.

The term, less than 9/10-month salary contract, applies to faculty considered full-time employees that are not in Part A, Sections I or II.

Follow directions for Part A — Section I for reporting data in columns (1) through (5).

PART B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1995-96

Report the projected fringe benefit expenditures which will be paid by the institution, State, and/or local government to full-time instructional faculty during the academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part A, column (4) of this survey, EXCLUDING those on other than 9/10-month and 11/12-month contracts (PART A — Section III, line 31).

Fringe benefit expenditures for all instructional faculty (total men and women) on 9/10-month contracts should be reported in Part B, column (1), and the number of faculty covered in column (2). Similarly, the fringe benefits for all instructional faculty on 11/12-month contracts should be reported in Part B, column (3), and the number of faculty covered in column (4).

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest dollar. When an expenditure is reported for a fringe benefit, the number of persons receiving the benefit should also be reported.

Lines 32 and 33 — Retirement plans (Other than Social Security) — Report contributions by the institution, State, and local government toward retirement on lines 32 and 33 according to the vesting provisions of the institution's retirement plan. A vested retirement plan is defined as one in which the full amount of the contribution by institution, State, and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

On Line 32, report contributions toward retirement if they become vested in the faculty member not later than the end of the 5th year of full-time service at the institution and are not lost to the member if the member leaves the institution or moves to another State. If the institution's retirement vesting provision meets the 5-year criterion, report all contributions to the retirement plan on line 32 even though some faculty members may have been employed less than 5 years.*

On line 33, report expenditures for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.*

Line 34 — Medical/dental plans — Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.*

Line 35 — Group life insurance — Report expenditures by the institution to support the group life insurance program.*

Line 36 — Other insurance benefits (cafeteria plan) — Report contributions to insurance plans which cannot be reported separately on lines 34 and 35 (hospital, medical, surgical, dental care, and group life insurance) or plans which provide employee selected care options.*

Line 37 — Guaranteed disability income protection — Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused sick leave benefits.*

Line 38 — Tuition plan — Report cash payments and the dollar value of tuition waivers and exchanges for dependents (including spouse) of faculty members to attend another institution or this institution. If the tuition plan is available to all dependents of all faculty members to attend any institution of their choice, mark (X) the "No" box on line 38. If either of these conditions does not apply, mark (X) the "Yes" box one line 38.

The number covered by this benefit should be the number of faculty dependents receiving tuition, rather than the number of faculty members covered by this benefit. If the number of faculty dependents who will receive this benefit in the academic year covered by this report is unknown, apply the tuition benefit to the number receiving the tuition in the previous academic year to derive an estimate.

Line 39 — Housing plan — Report the expenditures in the form of cash payments or subsides to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, mark the "No" box on line 39. If the housing plan only applies to institution-owned housing, mark the "Yes" box on line 39. If the number of faculty members who will receive the housing benefit in the academic year covered by this report is unknown, apply the current rate for this benefit to the number receiving the housing benefit in the previous academic year to derive an estimate.*

Line 40 — Social Security taxes — If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1, 1995. This amount should include taxes for Medicare and OASDI .*

Line 41 — Unemployment compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.*

Line 42 — Worker's compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.*

---

*Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

GENERAL INSTRUCTIONS - SA — Continued

Line 43 — Other benefits in kind with cash options — Report personal benefits in kind only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if the person prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees , grading assistance, faculty clubs, etc.) should not be included.*

Line 44 — Total — Report the sum of expenditures on lines 32—43 for each of columns (1) and (3).

CONFIDENTIALITY OF DATA

The confidentiality of individuals' salaries will be preserved in accordance with Title V, Section 501 (a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d)(2) of the Act is cited below.

"The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal government."

The Freedom of Information Act requires that data retained by the Federal government must be made available to the public so long as the rights to privacy of individuals are not violated. When requested, data collected in this survey in this survey will be made available to the public in the form of computer tapes. Data cells containing salary outlays or fringe benefit expenditures for fewer than three individuals will be removed. The tapes will contain all of the data items on the report (except those which might identify individuals), as well as the names of institutions submitting the reports.

---

*Verify that the number covered in column (2) on lines 32—43 does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on lines 32—43 does not exceed the total reported in Part A, line 30, column (4).

GLOSSARY
SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY — SA

FRINGE BENEFITS EXPENDITURES — Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution.

FULL-TIME INSTRUCTIONAL FACULTY — Instruction/Research staff employed full-time (as defined by the institution) and whose major regular assignment is instruction, including those with release time for research.

HOUSING PLAN (RESTRICTED) — Plans which restrict beneficiaries to choose from only institution-owned housing.

LESS THAN 9/10-MONTH SALARY CONTRACT — The contracted teaching period of faculty employed for other than 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or 11-12 months, but still considered full-time employees (as defined by the institution).

OTHER INSURANCE BENEFITS (Cafeteria Plan) — An insurance plan that gives an employee the option of selecting a combination of health care and insurance benefits (e.g., hospital, medical, surgical, dental care, and group life insurance).

TENURE — Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

TENURE TRACK — Positions that lead to consideration for tenure.

TUITION PLAN (RESTRICTED) — Plans for dependents (including spouses) of faculty members which restrict the beneficiary to attendance at only the institution where the faculty member is employed.

VESTED RETIREMENT PLAN — One in which the full amount of the contribution by the institution and by the state and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

9/10-MONTH SALARY CONTRACT — The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

11/12-MONTH SALARY CONTRACT — The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.

FORM IPEDS SA (6 1 95)

★ U.S. GOVERNMENT PRINTING OFFICE: 1997 – 426 - 052 / 70289

United States
Department of Education
Washington, DC 20208–5652

Official Business
Penalty for Private Use, $300

Postage and Fees Paid
U.S. Department of Education
Permit No. G–17

Standard Mail (A)

BEST COPY AVAILABLE